

Professional Standards Division Annual Report



2021

Summary

The following documents are presented as the Professional Standards Division Annual Report to the Chief of Police and Management Staff of the Tustin Police Department as a review of the 2021 calendar year and to assist in the evaluation and planning process for the future of the Department. Through the CALEA accreditation program, the specific areas and topics of these reports, reviews, evaluations, and analysis address key areas of interest and concern for law enforcement management. It is through these documents and the continued adherence to the nationally recognized law enforcement standards of CALEA that we maintain the high level of excellence our community deserves.

Although some reports are specific to the Professional Standards Division, they all represent the year-long efforts, impact, and accountability of the men and women of the Tustin Police Department. This report includes the following reviews, reports, evaluations and analysis for the calendar year of January 1, 2021 through December 31, 2021:

- Use of force
- Vehicle pursuits
- Traffic collisions
- Administrative investigation summary
- Personnel hiring, promotion, and performance indicators
- Employee grievances and analysis
- Employee commendations
- Employees on paid administrative leave
- Recruitment efforts for sworn and civilian positions
- Employee training
- Law enforcement officers assaulted or killed
- Selective enforcement activities, specially traffic-related enforcement
- Community crime reduction activities
- Juvenile crime reduction activities
- Bias-based policing review

It should be noted that many of the statistics from 2021 saw significant changes from prior years. Some of these aberrations are related to the continued impact of the worldwide pandemic of COVID-19. Some of the aberrations are a result of the Department migrating to a new Records Management System and changing its reporting statistics to align with the National Incident-Based Reporting System (NIBRS) which began in May 2021.

The impact of the COVID-19 pandemic has lasted for months, rather than weeks, extending from March 2020 to the time this report is published. For the protection of employee families, the Tustin community, and society at large, the Tustin Police Department took every precaution necessary to maintain safety for both the officers, employees, and Tustin community. The Tustin Police Department has followed the evolving guidance of state and county health professionals by enacting preventative measures and operating procedures to slow the spread of COVID-19, thereby protecting the health of everyone we serve, especially those who are most vulnerable to the virus. Employees interacting with the public were ordered to wear face masks, wear gloves, and maintain safe social distances where possible. Patrol vehicles were regularly sanitized to prevent cross contamination. In addition to following precautionary measures while on

duty, employees also followed the recommendations by county health officials during their personal time by washing their hands frequently, covering their coughs and sneezes, wearing face masks when in public and away from their homes, and minimizing travel away from home and work.

The contents of this report are available to the public via our website at: <http://www.tustinpd.org> or upon request.

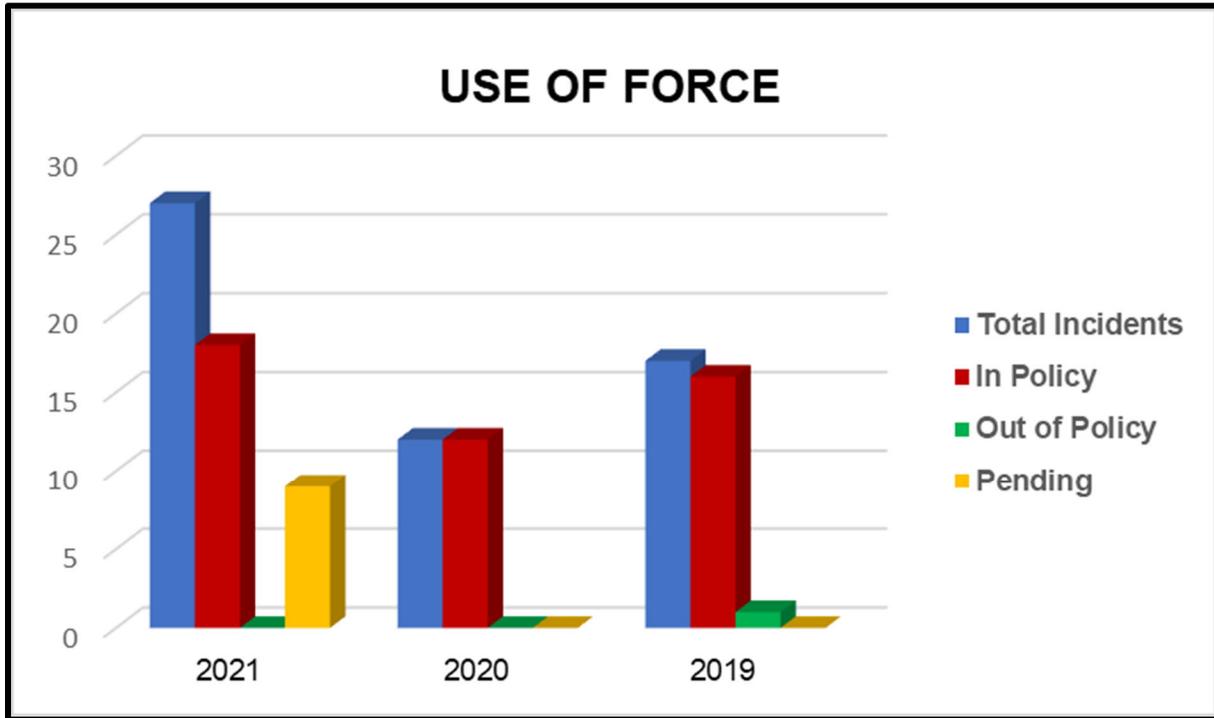
PROFESSIONAL STANDARDS ANNUAL REPORT

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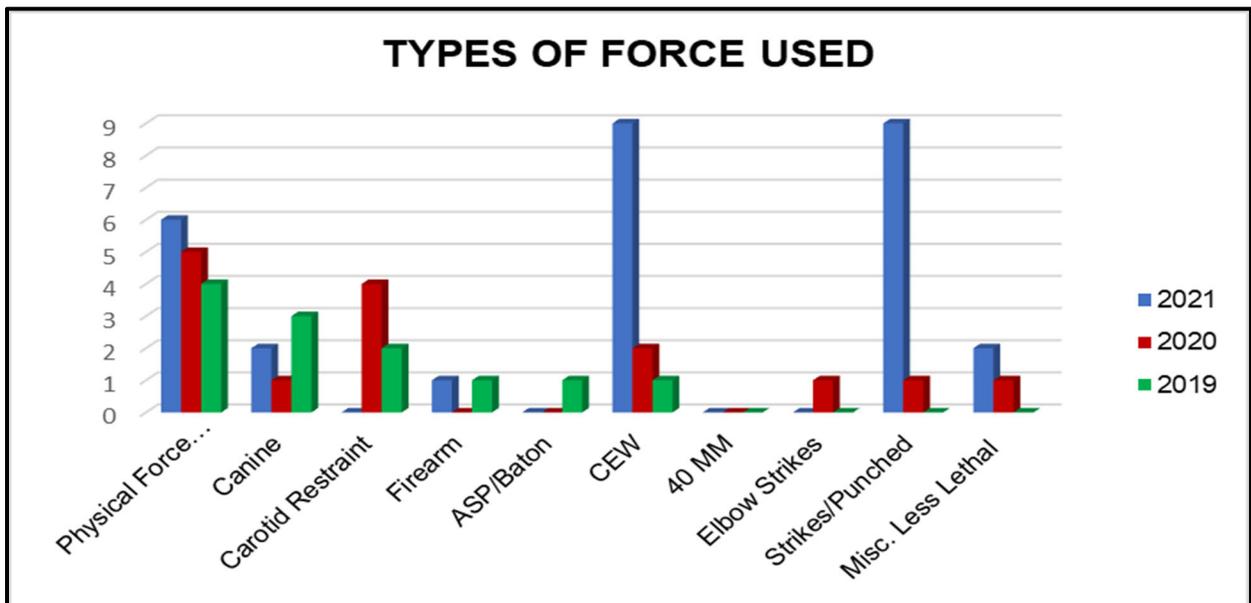
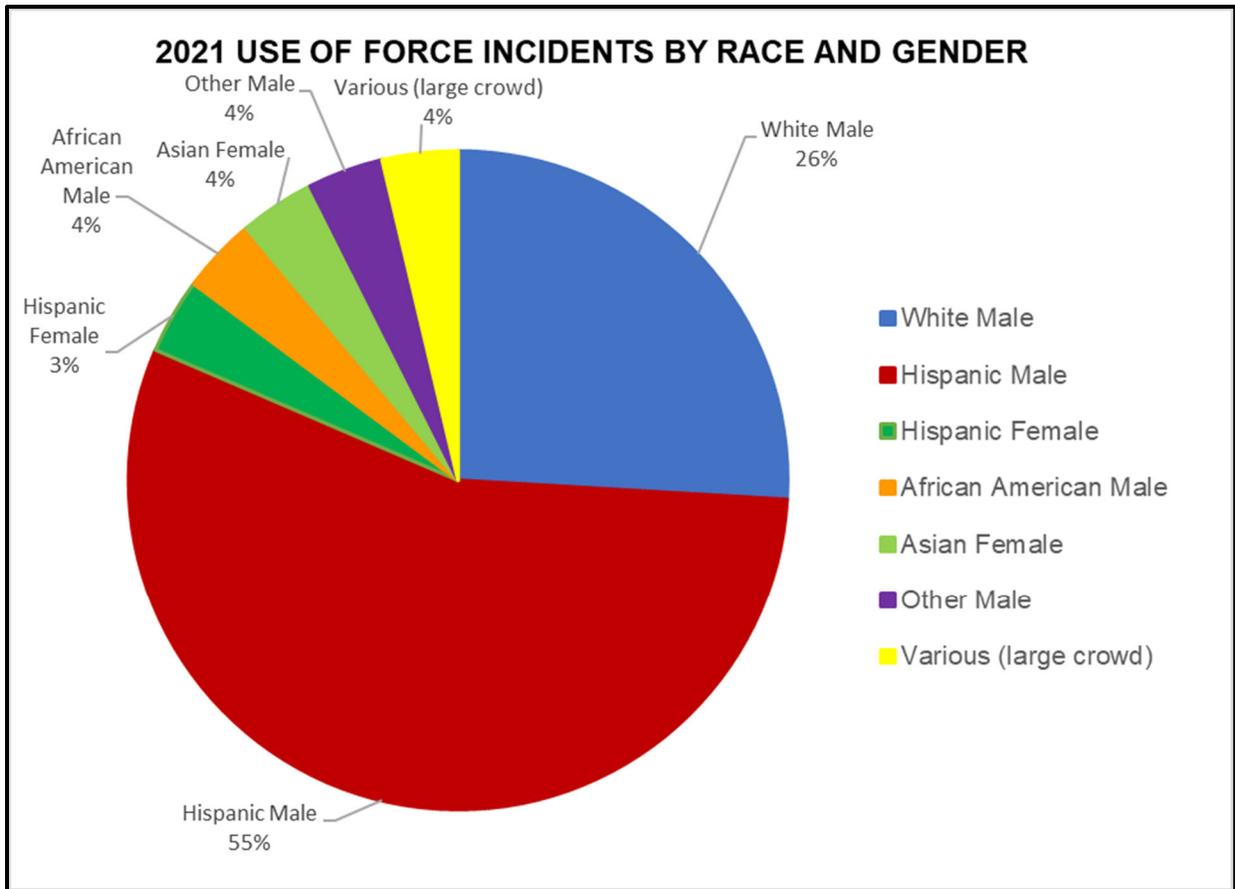
Use of Force Reporting & Analysis

The following is a comparison of use of force (UOF) incidents for the past three calendar years of 2021, 2020, and 2019.



USE OF FORCE	2021	2020	2019
Total Incidents	27	16	12
In Policy	18	16	12
Out of Policy	0	0	0
Pending	9	0	0

2021 Use of Force Incidents						
Date	Time	Initial Call or Contact	Type of Force	Suspect Race	Suspect Age	Suspect Gender
01/06/2021	15:13	Wanted Felon	Control Holds	White	50	Male
01/16/2021	23:33	Vehicle Theft	Canine	Hispanic	26	Male
03/22/2021	17:30	Pedestrian Check	Punched	Hispanic	28	Male
04/04/2021	1:18	Domestic Violence	CEW	Hispanic	26	Male
04/07/2021	19:23	DUI Arrest	Strikes	Other	23	Male
04/20/2021	21:00	Bicycle Stop	Control Holds	Asian	43	Female
04/25/2021	10:15	Residential Burglary	Strikes	Hispanic	37	Male
05/02/2021	19:25	Probation Check	Control Holds	Hispanic	17	Male
05/05/2021	16:35	Armed Robbery	CEW	Hispanic	16	Male
05/08/2021	08:07	Residential Burglary	Control Holds	Hispanic	27	Male
05/22/2021	21:30	Riot – HBPD	Pepper Ball	Various	Various	Various
06/24/2021	17:05	Vandalism	Strikes	Hispanic	27	Male
07/14/2021	09:15	Pedestrian Check	Strikes	Hispanic	28	Male
07/20/2021	15:28	Vehicle Check	Less lethal munitions	White	55	Male
07/23/2021	23:44	Bicycle Stop	Strikes	Hispanic	28	Male
07/25/2021	21:24	Bicycle Stop	Control Holds	White	24	Male
08/03/2021	21:20	Armed Suicidal	CEW	Hispanic	23	Female
08/06/2021	02:42	Domestic Violence	Control Holds	Hispanic	22	Male
08/09/2021	10:16	Armed Suspicious Person	Firearm / CEW	Hispanic	39	Male
09/08/2021	14:50	Commercial Burglary	CEW	African American	46	Male
09/30/2021	17:31	Assault & Battery	Strikes / CEW	White	23	Male
09/10/2021	21:58	Vehicle Theft	Strikes	White	19	Male
10/13/2021	23:13	Pedestrian Check	CEW	Hispanic	29	Male
11/01/2021	07:15	Brandishing a Weapon	CEW	Hispanic	55	Male
10/22/2021	00:29	Stolen Vehicle	Canine	White	33	Male
12/30/2021	09:57	Assault & Battery	CEW	White	43	Male
12/25/2021	01:00	Child Abuse	Strikes	Hispanic	27	Male



Types of Force Used	2021	2020	2019
Physical Force	6	5	4
Canine	2	1	3
Carotid Restraint	0	4	2
Firearm	1	0	1
ASP/Baton	0	0	1
CEW	9	2	1
40 MM	0	0	0
Elbow Strikes	0	1	0
Punched	9	1	0
Misc. Less Lethal	2	1	0

Use of Force Analysis

In 2016, the Tustin Police Department arrest and control staff began teaching the P.E.P. method to sworn officers. This method favors the use of procedures to restrain physical movement, which renders the suspect immobile versus utilizing traditional pain compliance techniques. P.E.P. is an acronym for the following:

- **Platform:** Officers are taught to assess the seriousness of the offense, totality of circumstances and various risk factors to determine the appropriate level of force.
- **Efficiency:** Officers are taught what the different defensive techniques and tools are designed to do and how to effectively transition from one failed technique or tool to a more successful one.
- **Proficiency:** The arrest and control training staff continuously reinforce the Tustin Police Department's policies related to use of force, including de-escalation and strategic communication techniques. Regular training helps officers remain proficient with the various force options available to them. In addition, every use of force incident is debriefed to identify training needs and to ensure officers continue to perform at the high level expected by our community.

This philosophy provides officers with a greater understanding of how to effectively de-escalate force on aggressive individuals by utilizing common defensive tactics techniques.

Statistical information collected by the Professional Standards Division was examined to provide a breakdown of the type of service delivery that led police officers to come into contact with persons who later assaulted or resisted the officer(s). The subject's actions resulted in a response by the officer(s) to counter the assault or resistance offered, in order to overcome the resistance of the individual.

The Department conducts a thorough analysis of all use of force activities, policies, and practices, including: date and time of incidents, the types of encounters resulting in the use of force, trends or patterns related to race, age and gender of subjects involved, trends or patterns resulting in injury to any person including employees, and the impact of findings on policies, practices, equipment, and training.

During 2021, there were twenty-seven (27) total incidents resulting in officers having to utilize force to bring the situation to a conclusion. These incidents involved a variety of calls/contacts.

The Tustin Police Department continually trains officers in strategic communication skills and de-escalation techniques. After a thorough analysis of the 2021 use of force incidents, it is apparent the training provided to our officers has been an effective tool in reducing our use of force incidents.

In June of 2020, the Tustin Police Department amended its policies for the use of the carotid restraint. The policy change indicated officers are not authorized to use the carotid restraint.

Given that no policy can realistically predict every possible situation an officer might encounter, officers are entrusted to use well-reasoned discretion in determining the appropriate use of force in each incident. Officers may only use a level of force which they believe to be reasonable based upon the perceived level of actual or threatened resistance.

In an effort to reduce injury to officers and arrestees, the Tustin Police Department provided formal submission-based arrest and control training to all sworn officers. The emphasis for all use of force training is founded on de-escalation and strategic communications designed to bring situations to a safe resolution. However, when officers are required to use physical force to control an arrestee and de-escalate a situation, they are trained and encouraged to use control holds and similar techniques, when it is safe and appropriate to do so. The Tustin Police Department created a training facility that is specially designed for employees to develop and maintain hands-on proficiency with these perishable skills.

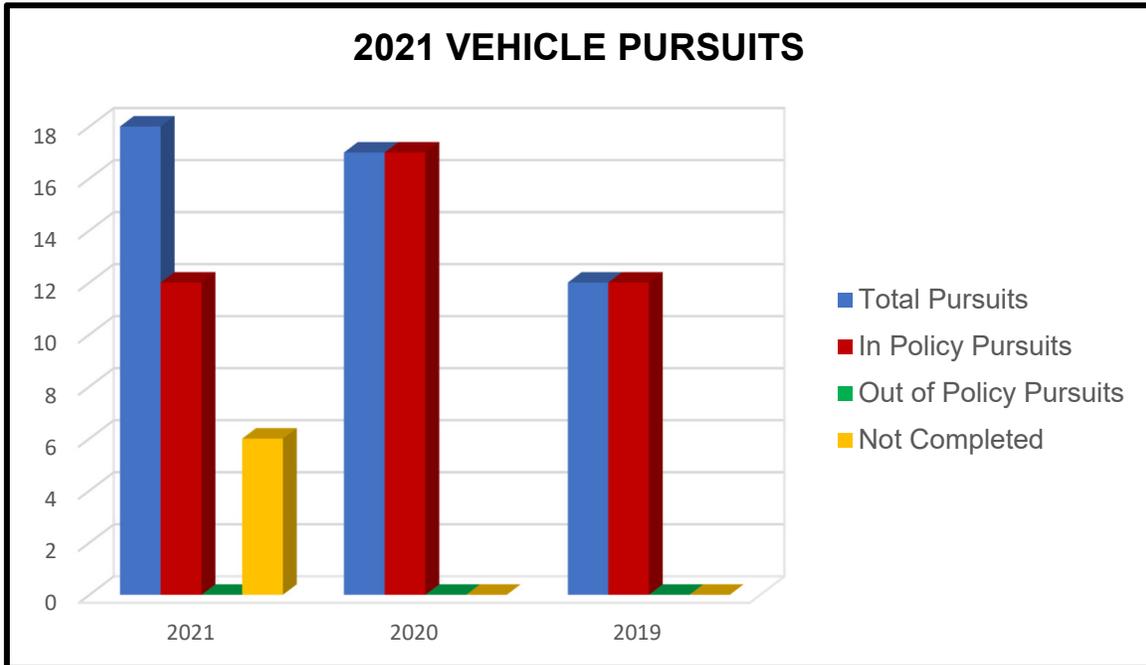
The 2021 data does not reveal a pattern or trend of inappropriate use of force. Also, there is no indication of a disproportionate application of force. It should be noted that after a careful review, every use of force for 2021 was found to be justified and within policy. The data and subsequent review of individual use of force reports demonstrates that Tustin Police Department officers are exercising proper responses to resistance. Our officers continue to exercise restraint when dealing with combative subjects and our defensive tactic instructors continually stress the importance of de-escalation. Each incident is reviewed to determine if the officer(s)'s actions were within policy and to identify potential training needs.

Use of Force Training Points

There were no additional training points identified in 2021.

Vehicle Pursuit Reporting & Analysis

Officers were involved in eighteen (18) vehicle pursuits during calendar year 2021. The following is a breakdown and analysis of the 2021 pursuits and a comparison with the data from the previous two years.



Vehicle Pursuits	2021	2020	2019
Total	18	17	12
In Policy	12	17	12
Out of Policy	0	0	0
Not Completed	6	0	0

The number of officer-involved motor vehicle pursuits increased by 5.9% in 2021 from 2020 and increased by 50% from 2019.

Reason for Pursuit	2021	2020	2019
Traffic Infraction	4	11	4
Felony Want	5	2	4
Stolen Vehicle	6	4	3
Armed Suspect	0	0	1
Misdemeanor Want	1	0	0
DUI	2	0	0

The pursuits in 2021 involved four (4) from a traffic infraction, five (5) from felony want, six (6) from stolen vehicles, one (1) from misdemeanor want, and two (2) from DUI.

Felony Want – Officers conducted surveillance at a residence, looking for a wanted felon. The suspect vehicle arrived on scene. After the officer attempted to stop the vehicle, the driver fled.

Training Points:

During the pursuit, the suspect drove erratically and crashed his own vehicle. He then turned around and drove towards pursuing officers, who had to make evasive maneuvers for safety.

Traffic Want – An officer witnessed a motorcycle driving recklessly on the public roadway. When the officer attempted to stop the vehicle, the rider fled.

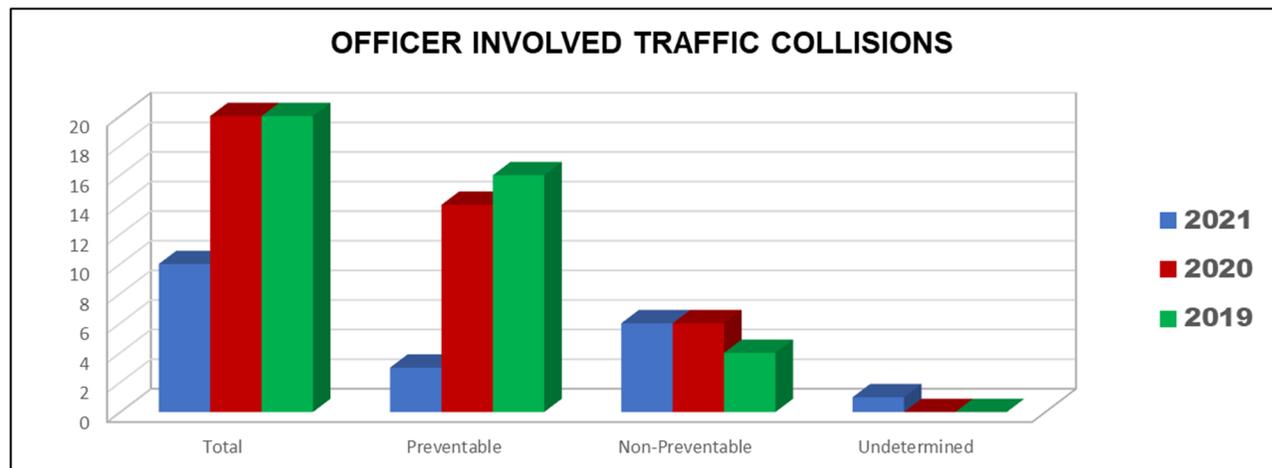
Training Points:

During the pursuit, the suspect drove through red lights, rode at an unsafe speed, and made unsafe turning movements. Due to these risky driving actions, the field sergeant terminated the pursuit for public safety concerns.

After every vehicle pursuit, an administrative review occurs where a subject matter expert from the police department reviews the incident from a training perspective. The training points are forwarded to the Area Commanders who use the training comments in weighing their decision as to whether the pursuit was within policy or out of policy. All vehicle pursuits in 2021 were within policy; however, the police department continuously looks for ways to improve our pursuit driving. Our efforts to continuously improve our pursuit driving have paid dividends as no officers have crashed as a result of a vehicle pursuit for the past five (5) years.

Traffic Collision Reporting and Analysis

Officers were involved in ten (10) on-duty traffic collisions during calendar year 2021. The following is a breakdown and analysis of the traffic collisions during the year and a comparison with the previous two years' reported information.

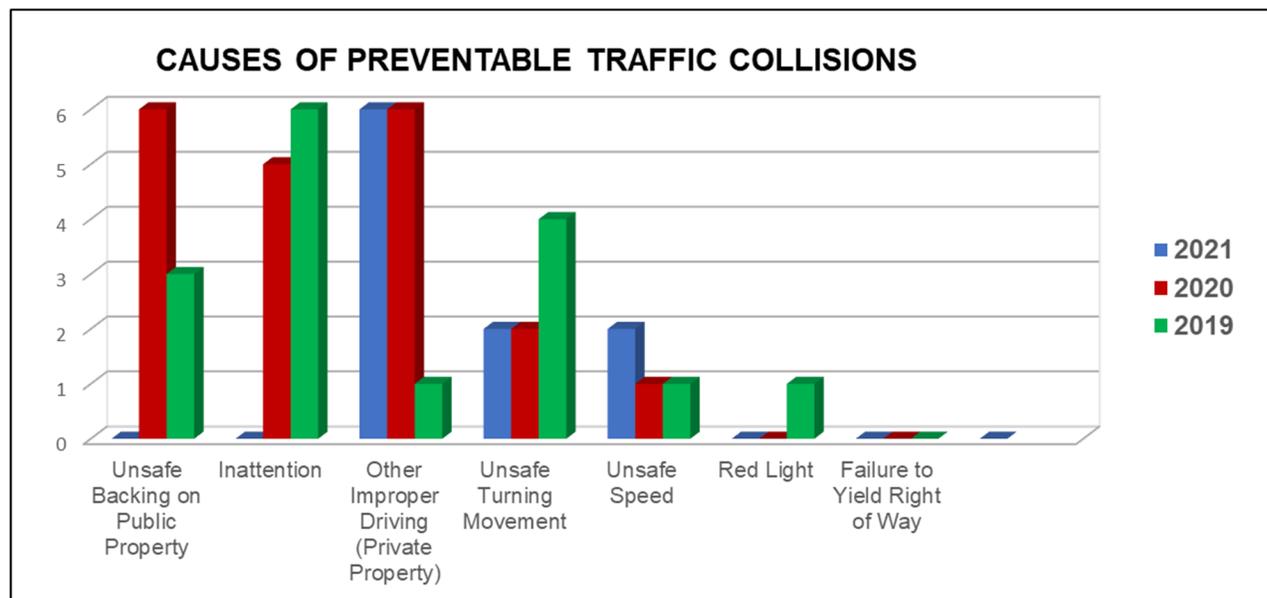


TRAFFIC COLLISIONS	2021	2020	2019
Total	10	20	20
Preventable	3	14	16
Non-Preventable	6	6	4
Undetermined	1	0	0

The total on-duty traffic collisions involving department members decreased by 50% from 2020 to 2021. Preventable collisions accounted for 30% of the total incidents in 2021 compared with 70% in 2020 and 80% in 2019.

The following illustrates the primary collision factors for each of the preventable incidents in 2021.

- Six (6) incidents occurred as a result of improper driving (on private property)
- Two (2) incidents were related to an unsafe turning movement
- Two (2) incidents were related to driving at an unsafe speed



Causes of Preventable Traffic Collisions	2021	2020	2019
Unsafe Backing on Public Property	0	6	3
Inattention	0	5	6
Other Improper Driving (Private Property)	6	6	1
Unsafe Turning Movement	2	2	4
Unsafe Speed	2	1	1
Red Light	0	0	1
Failure to Yield Right of Way	0	0	0

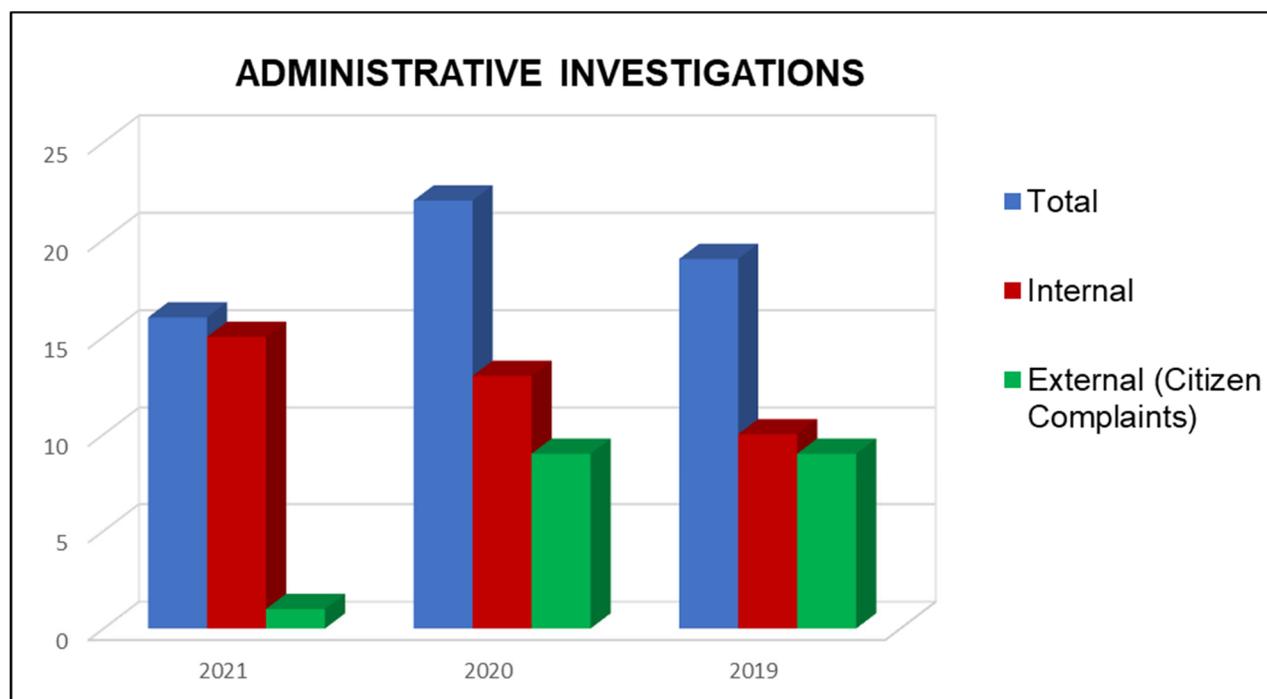
The following lists the primary collision factors for each of the six (6) non-preventable incidents. These incidents were caused by another party and not the involved employee.

- Other driver DUI and unsafe speed – one (1) incident
- Other driver’s improper driving (on private property) – two (2) incidents
- Other driver conducting unsafe turning - one (1) incident
- Other driver DUI and unsafe turning – two (2) incidents

Administrative Investigations Summary

There were sixteen (16) administrative investigations conducted during calendar year 2021. Fifteen (15) were internally generated and one (1) was externally generated (citizen complaint). Five (5) investigations have not been adjudicated as of the publication of this report.

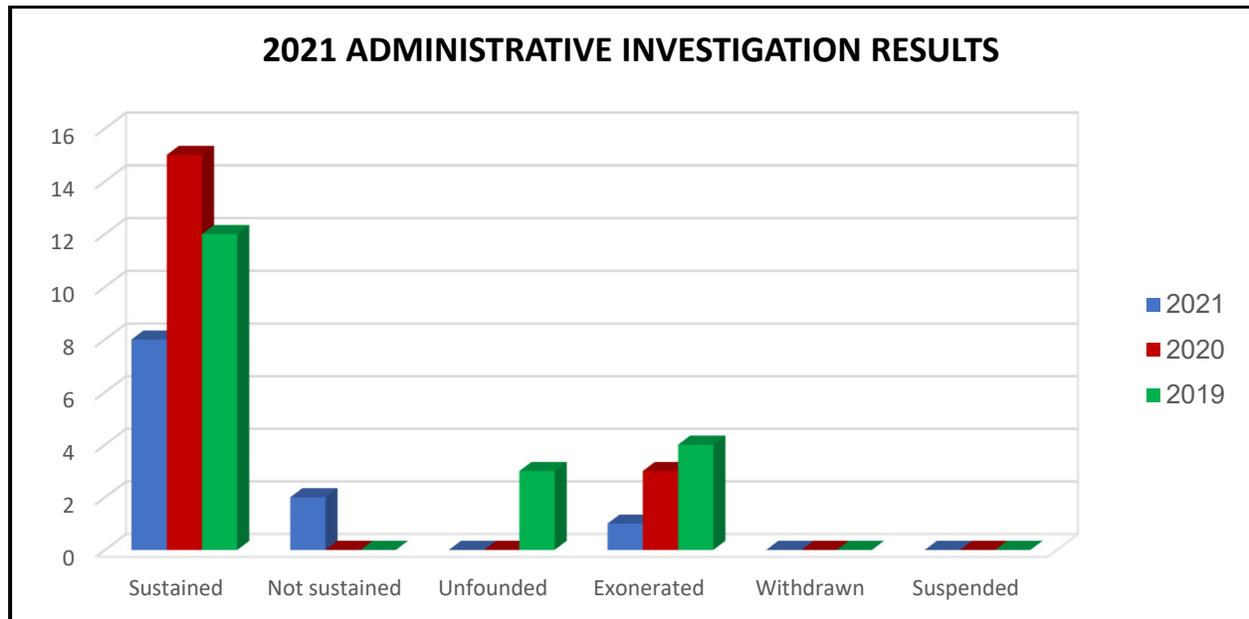
The following is a breakdown and analysis of the administrative investigations opened and adjudicated during 2021 and a comparison with the previous two years’ reported investigations.



ADMINISTRATIVE INVESTIGATIONS	2021	2020	2019
Total	16	22	19
Internal	15	13	10
External (Citizen Complaints)	1	9	9

- There was a 27.3% decrease in total administrative investigations opened in 2021 compared to 2020 totals and a 15.8% decrease from the 2019 totals.

- There was a 15.4% increase in internally generated administrative investigations in 2021 compared to 2020 totals and a 50% increase in internally generated administrative investigations from 2019 totals.
- There was an 88.9% decrease in externally generated administrative investigations (citizen complaints) in 2021 compared to 2020 totals and 88.9% decrease compared to 2019 totals.



Administrative Investigation Results	2021 (a)	2020 (b)	2019
Sustained	8	15	12
Not sustained	2	0	0
Unfounded	0	0	3
Exonerated	1	4	4
Withdrawn	0	0	0
Suspended	0	0	0
Not Completed	5	3	0

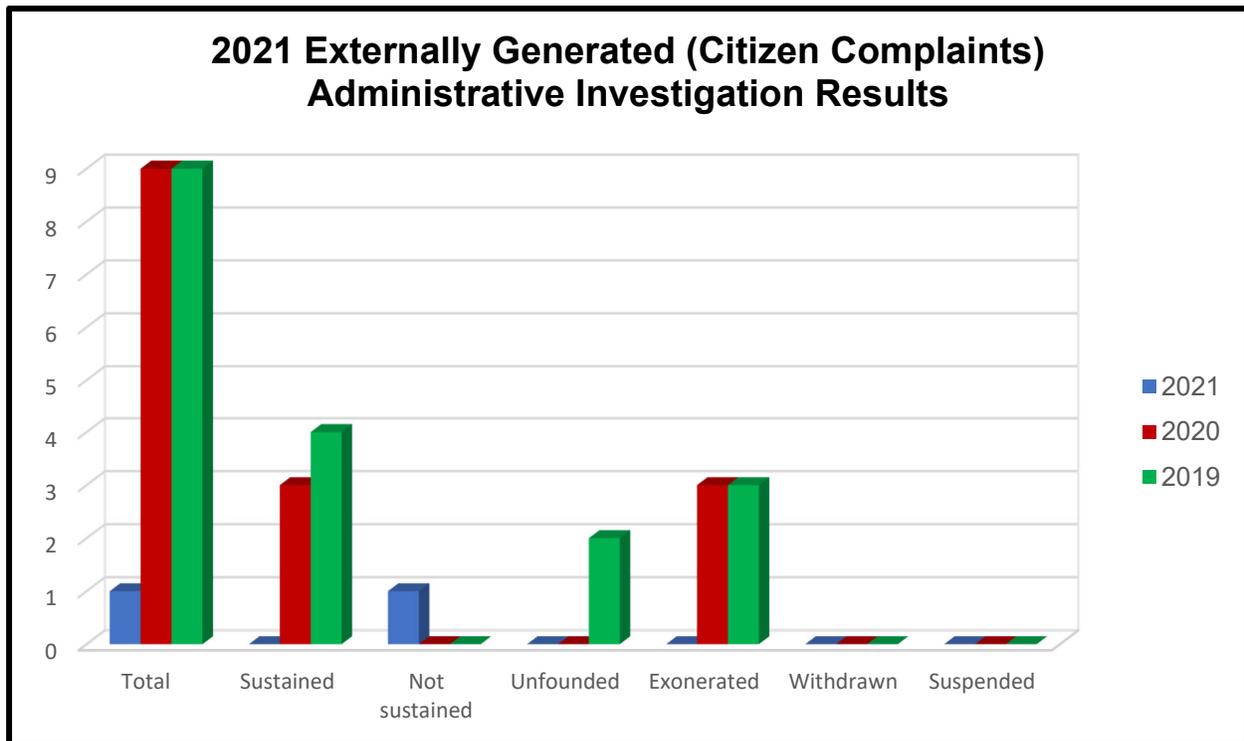
(a) There are five (5) incomplete 2021 administrative investigations, all internal, as of the completion of this report.

(b) In the 2020 Annual Report, there were four (4) administrative investigations that had not been adjudicated by the time the report was completed. One has been adjudicated with a finding of “exonerated” while three (3) investigations are still pending. Those results are included in the table.

The following is an analysis of the 2021 complaints, both internally and externally generated, which have been adjudicated:

- Eight (8), or 50%, were sustained.
- Two (2), or 12.5%, were not sustained.
- One (1), or 6.3%, was exonerated.
- Five (5) complaints are still pending adjudication.

The three-year average shows that 61.4% of all complaints resulted in the allegations being sustained.



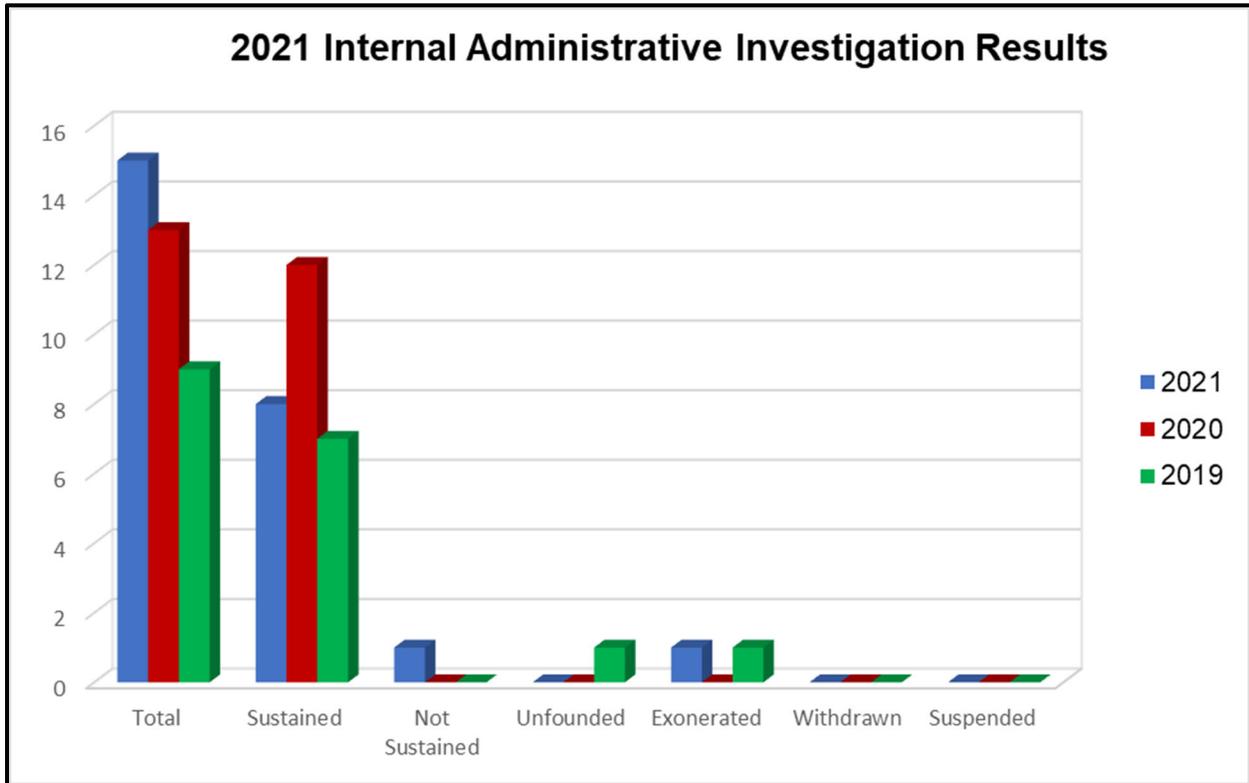
External Administrative Investigation Results	2021	2020 (c)	2019
Total	1	9	9
Sustained	0	3	4
Not sustained	1	0	0
Unfounded	0	0	2
Exonerated	0	4	3
Withdrawn	0	0	0
Suspended	0	0	0
Not Completed	0	2	0

(c) In the 2020 Annual Report, there were three (3) external administrative investigations that had not been adjudicated by the time the report was completed. One investigation was completed in 2021 with a finding of “exonerate”. Two investigations are still not completed. Those results are included in the table.

The following is an analysis of the 2021 externally generated investigations:

- One (1) complaint was not sustained.

The three-year average shows that 36.8% of all externally-generated (citizen complaints) investigations resulted in a “Sustained” finding.



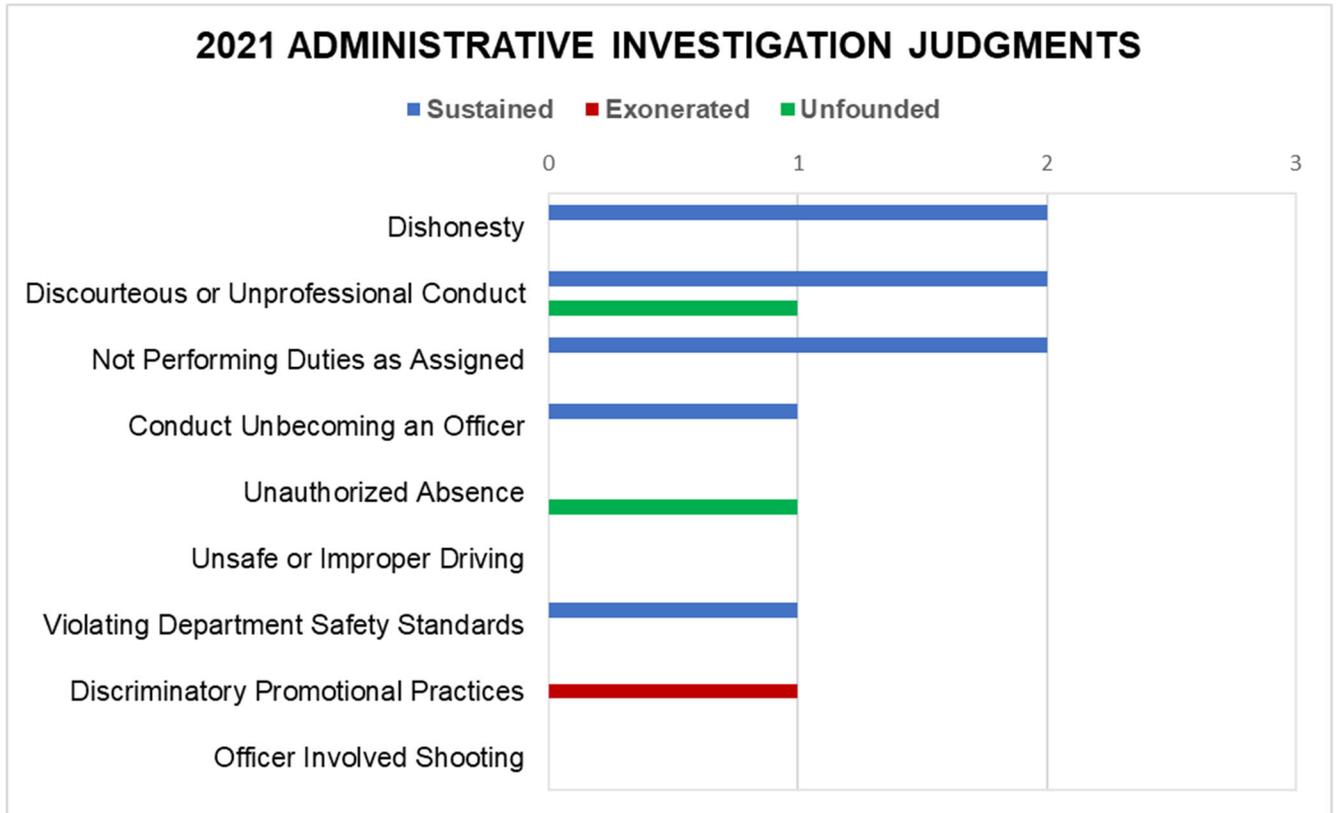
Internal Administrative Investigation Results	2021	2020 (d)	2019
Total	15	13	9
Sustained	8	12	7
Not sustained	1	0	0
Unfounded	0	0	1
Exonerated	1	0	1
Withdrawn	0	0	0
Suspended	0	0	0
Not Completed	5	1	0

(d) In the 2020 annual report, there was one (1) internal administrative investigations that had not been adjudicated by the time the report was completed. That investigation continues and is still not completed.

The following is an analysis of the 2021 internally generated investigations:

- Eight (9) of the complaints, or 53.3%, were sustained.
- One (1) of the complaints was not sustained.
- One (1) of the complaints was exonerated
- Five (5) of the complaints have not been adjudicated at the time of this report.

The three-year average shows that 73 % of all internally generated investigations resulted in a “Sustained” finding.



2021 ADMINISTRATIVE INVESTIGATION ALLEGATIONS AND RESULTS

2021 Allegations	Type of Administrative Investigation			Adjudication Result			Not Done
	Ext	Int	Total	Sustained	Exonerated	Unfounded	
Dishonesty	0	2	2	2	0	0	0
Discourteous or Unprofessional Conduct	1	2	3	2	0	1	0
Not Performing Duties as Assigned	0	3	3	2	0	0	1
Conduct Unbecoming an Officer	0	1	1	1	0	0	0
Unauthorized Absence	0	1	1	0	0	1	0
Unsafe or Improper Driving	0	3	3	0	0	0	3
Violating Department Safety Standards	0	1	1	1	0	0	0
Discriminatory Promotional Practices	0	1	1	0	1	0	0
Officer-involved Shooting	0	1	1	0	0	0	1
Totals	1	15	16	8	1	2	5 (e)

(e) There are five (5) internal administrative investigations from 2021 which have not been adjudicated at the time this report was completed.

The following is an analysis of the eleven (11) adjudicated administrative investigations completed for 2021:

- Two (2), or 12.5%, were related to dishonesty.
- Three (3), or 18.75%, were related to discourteous or unprofessional conduct.
- Three (3), or 18.75%, were related to not performing duties as assigned.
- One (1), or 6.25%, was related to conduct unbecoming an officer.
- One (1), or 6.25%, was related to an unauthorized absence.
- Three (3), or 18.75%, were related to unsafe driving.
- One (1), or 6.25%, was related to violating department safety standards.
- One (1), or 6.25%, was related to discriminatory promotional practices.
- One (1), or 6.25%, was an officer-involved shooting.
- Five (5) investigations had not been adjudicated at the time this report was completed.

There were three (3) personnel complaints filed with the Tustin Police Department. Here are the results of these complaints:

- One (1) complaint rose to the level of an administrative investigation and after thorough review, the employee was “exonerated.”
- One (1) complaint was investigated and found to be “unfounded.”
- One (1) complaint was investigated and the actions of the employee were found to be “within policy.”

Personnel Early Warning System (PEWS)

The Personnel Early Warning System is triggered when a threshold of three (3) incidents of a single performance indicator or a combination of any five (5) performance indicators appear in a twelve-month period. The PEWS warnings are reviewed by the Lieutenant supervising the employee. This review is conducted to determine if there are any identifiable trends.

During 2021 there were twenty (20) PEWS alerts triggered that were carefully evaluated. After careful review, none of the PEWS required an intervention plan. There was no identified training or disciplinary issues required for the employee(s) that were not already handled by the initial investigation.

Employee Grievances Reporting & Analysis

There were no employee grievances filed in 2021.

Employee Commendations

During 2021, there were sixteen (16) commendations written acknowledging a total of 77 employees.

Paid Administrative Leave / Traumatic Incident Referrals

Three (3) employees were placed on paid administrative leave in 2021 pending adjudication of administrative investigations. As a result of the formal investigations, two (2) employees were terminated. The third employee remains on administrative investigation pending adjudication. At the end of 2021, that investigation had not been completed and the employee remained on administrative leave.

Personnel Reporting

During 2021, the Professional Standards Division focused on filling sworn and civilian vacancies. By year's end, the division hired eight (8) new sworn employees, six (6) new police recruits, and seven (7) new civilian employees. Below is a detailed listing of newly hired employees for 2021:

- Lateral Police Officer: 8
- Police Recruit: 6
- Police Records Specialist: 2
- Emergency Operations Coordinator: 1
- Cadet: 2
- P/T Police Services Officer: 1
- P/T Administrative Assistant: 1

This following list summarizes 2021 position changes of employees who were hired, promoted internally, demoted, resigned or terminated.

POSITION	# OF EMPLOYEES IMPACTED	REASON FOR CHANGE	VACANT POSITIONS END OF 2021
Police Sergeant	1	1 Promoted to Sergeant	0
Police Officers	14	8 Lateral hires 3 Resigned 3 Terminated	1
Police Recruits	13	6 Promoted to Officer 1 Internal promotion to Recruit 6 Hired	0
Police Cadet	6	2 Hired 1 Promoted to PSO 2 Promoted to Detention Officers (D.O.) 1 on Military leave	3
Detention Officers	4	1 Hired 1 Promoted to Police Recruit 2 Cadets promoted to Detention Officers	0
Parking Control Officers	1	1 Resigned	3
Police Services Officers	5	1 Retired 1 Resigned 1 Hired (P/T PSO) 1 Promoted P/T to F/T 1 Promoted to Supervisor	0
Civilian Manager	1	1 Supervisor promoted to Manager	0
Supervisor	3	1 Promoted to Manager 1 PSO promoted to Supervisor 1 Management Assistant promoted to Supervisor	0
Management Assistant	2	1 Promoted to Supervisor 1 PRS promoted to Management Assistant	0
Communications Officers	1	1 Retired	1
Property & Evidence Specialist	1	1 Promoted P/T to F/T	0
Police Records Specialist	5	2 Hired 1 Promoted to Management Assistant 1 Promoted to PSO 1 Resigned	2
Emergency Operations Coordinator	1	1 Hired	0

The Tustin Police Department is fortunate to have a cadre of talented professionals within the organization who can be used to fill promotional opportunities. The following promotions occurred in 2021:

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Sworn Personnel								
Tested	-	-	-	-	1	-	-	-
Eligible After Testing	-	-	-	-	1	-	-	-
Promoted	-	-	-	-	1	-	-	-
Civilian Personnel								
Tested	3	8	-	-	3	5	2	-
Eligible After Testing	3	8	-	-	3	4	2	-
Promoted	3	7	-	-	3	3	2	-

Full Time Sworn Police Officer Recruitment Plan Evaluation

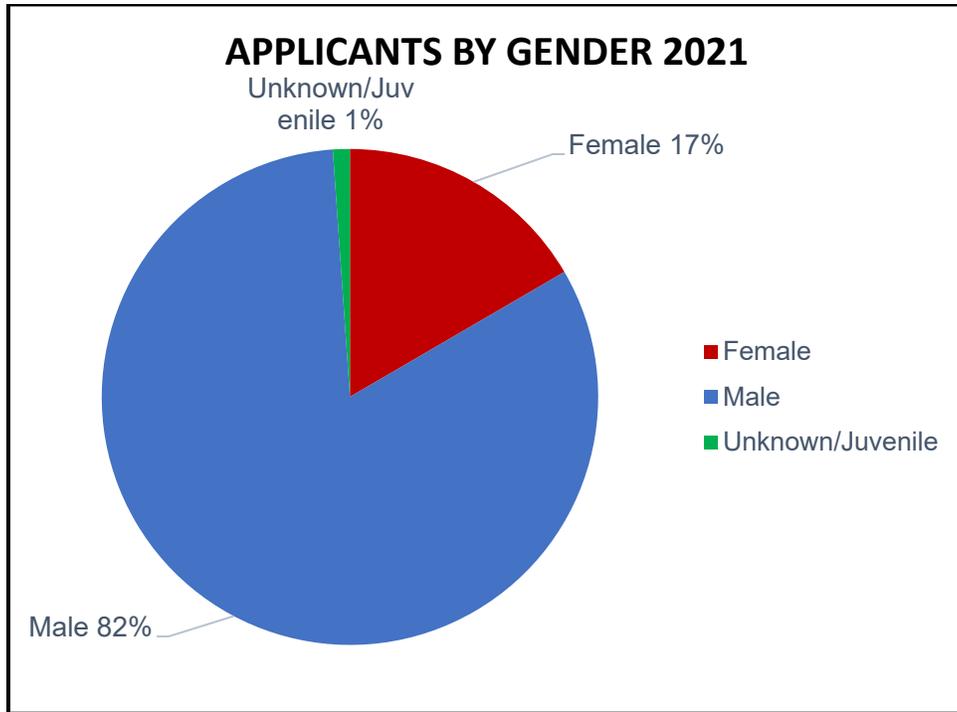
Based on the Police Department needs and city budget considerations, the Professional Standards Division (PSD), in conjunction with the Human Resources Department, conducted ten (10) police recruit and lateral/academy enrolled recruitments during 2021. Human Resources left these recruitments open during 2021. Once enough applications were on file, PSD invited the applicants to participate in the testing process.

The primary method of recruitment for this position was the internet, specifically a program called NEOGOV. The NEOGOV platform allows candidates to apply for several agencies/positions through a single source. PSD also posts job announcements on the department social media outlets and other employment recruitment sites.

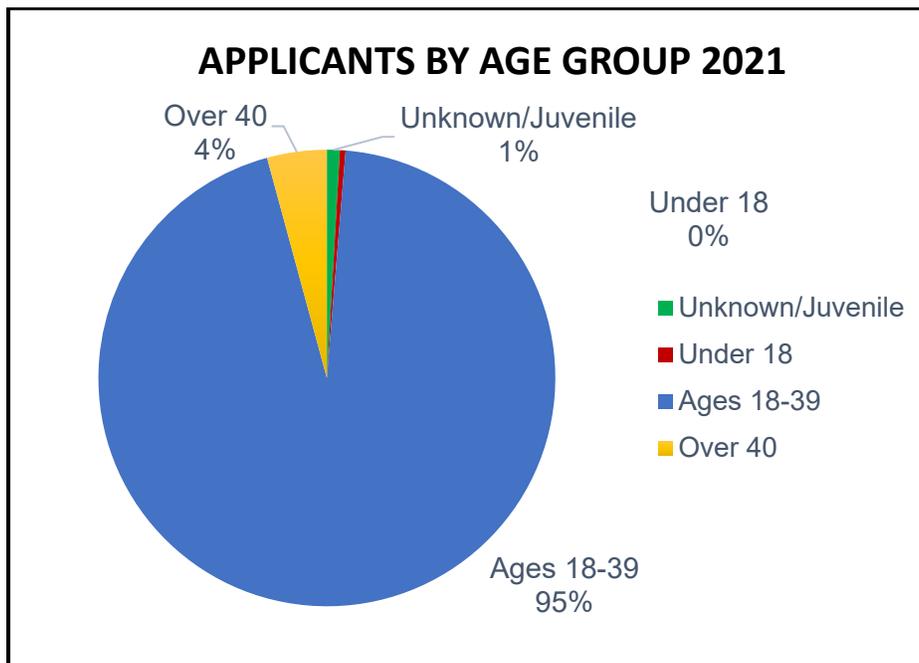
In 2021, members of the recruitment team took a proactive approach in recruiting qualified candidates by attending the following recruitment events:

- California State University –Long Beach (via remote interviewing)
- Due to COVID 19 restrictions, all on-campus events were cancelled, making in-person recruitment unavailable. This resulted in using the video conferencing platform Zoom to conduct our interview process for new candidates.

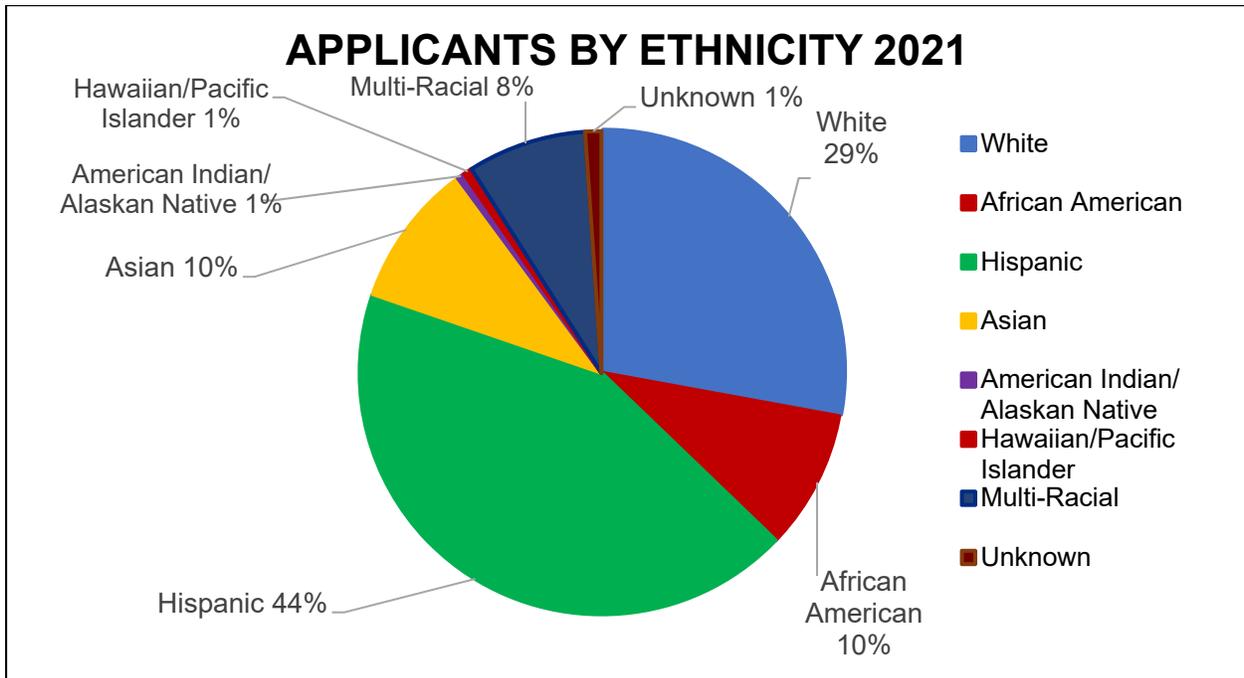
The following charts depict the applicant pool created by NEOGOV during all sworn recruitments for 2021:



APPLICANTS BY GENDER		
Female	Male	Unknown / Juvenile
165	818	11



APPLICANTS BY AGE GROUP			
Under 18	Ages 18-39	Over 40	Unknown/Juvenile
4	939	42	9



APPLICANTS BY ETHNICITY							
White	African American	Hispanic	Asian	American Indian/Alaskan Native	Hawaiian/Pacific Islander	Multi-Racial	* Unknown
284	70	439	98	5	6	81	11

*Gender, age and ethnicity are optional informational selections during the initial application process and, therefore, create an unknown category in the above charts.

Applicant Processing - Police officer applicants included police officers and sheriff deputies employed or recently separated from law enforcement agencies as well as entry-level recruits.

ALL SWORN POSITIONS (2021)

Physical Ability

Invited to physical ability:	137
Passed:	73
No show or withdrew from process:	58
Failed:	6

Interviewed

Invited to interview:	73
Failed:	24
Passed (placed on eligibility list):	49
No show or withdrew from process:	0

Backgrounds

Sixty-six (66) applicants were placed into the background investigation process in 2021. Of those, nineteen (19) were hired, eighteen (18) were non-selected, eleven (11) failed backgrounds, eleven (11) withdrew from the background process, and seven (7) were still in the process at the end of 2021.

Employees Hired in 2021

Twenty-one (21) new employees were hired in 2021. In an effort to more closely reflect our community’s ethnic makeup, the recruiting process actively sought minority applicants. As a result, the following were hired:

- Six (6) Hispanic males, one (1) African American male and one (1) Asian male were hired as lateral police officers
- Three (3) Caucasian males and three (3) Caucasian females were hired as police recruits
- One (1) Caucasian female and one (1) Hispanic female were hired as police records specialists
- One (1) Caucasian male was hired as the Emergency Operations Coordinator
- One (1) Caucasian male was hired as a part-time police services officer
- One (1) Caucasian female was hired as a part-time administrative assistant
- One (1) Hispanic female and one (1) Persian (other) male were hired as part-time cadets.

The Tustin Police Department continuously strives to attract more gender and ethnically diverse police candidates to meet the diverse demographics of our community.

Tustin PD Employees - Diversity

The two tables below provide a breakdown of sworn officers, police recruits, and civilian employees based on their reported race as of December 31, 2021:

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Sworn Personnel & Police Recruits								
Non-supervisory positions (Police Officer)	34	6	2	0	15	4	8	2
Supervisory (Sergeant)	12	-	1	-	2	-	1	2
Command (Lieutenant)	3	-	-	-	1	-	1	-
Executives (Chief, Deputy Chief, Captain)	2	-	-	-	-	1	1	-
Subtotal	51	6	3	0	18	5	11	4

	White (non-Hispanic)		African American (non-Hispanic)		Hispanic-Latino (any race)		Other	
Civilian Personnel								
Non-supervisory positions (PSO, PRS, CA, PCO, DO, Fleet, MA, Cadet, AA)	12	24	-	-	9	11	2	6
Supervisory	1	3	-	-	-	-	-	-
Managerial	-	1	-	-	-	-	-	1
Executives (Commander)	-	1	-	-	-	-	-	-
Subtotal	13	29	0	0	9	11	2	7
Total Sworn & Civilian	64	35	3	0	27	16	13	11

Training Report

During the 2021 calendar year, Tustin Police Department received \$24,181.61 in reimbursement from POST for required training. These training funds were returned to the City General Fund for future training classes and educational opportunities for all sworn and civilian personnel.

In the 2021 calendar year, the following topics were presented utilizing department training days with a combination of internal and external instructors along with the POST Learning Portal:

Presentation Dates

February
 May
 August
 October
 November
 December

Topics

Tactical Communications
 First Aid/CPR/Title 15/Range
 Range
 Rifle Training
 Arrest & Control/Taser/OIS/Range
 New laws, New Legislation, De-escalation

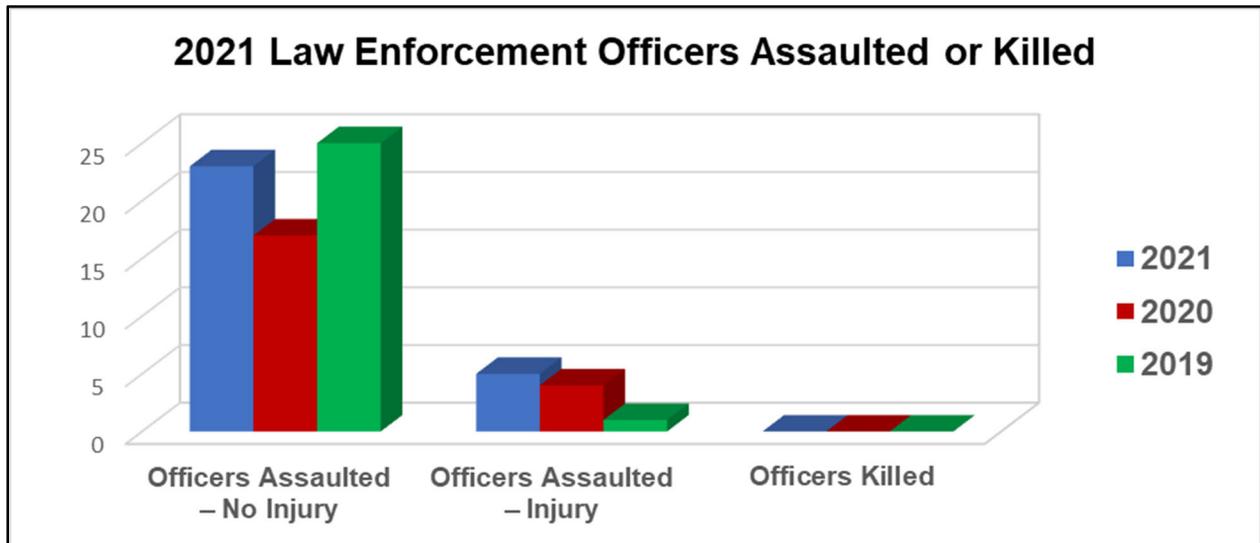
Additionally, individual department members attended formal career development and educational training courses provided by on-site and off-site presenters throughout the year. Twenty (20) employees were sent to supervisory and leadership related sessions totaling 1,098 hours; and 102 employees were sent to a variety of other law enforcement related training sessions totaling 7,966 hours. The total number of formal training hours for 2021 was 9,064.

In July of 2021, the Tustin Police Department implemented briefing training where one topic would be discussed during each squad’s briefing. Topics covered included the following:

<u>Presentation Dates</u>	<u>Topics</u>
July	Taser update
August	Hobble
September	Terrorism and Pre-Incident Indicators
October	Traffic Report Writing
November	Report Writing – Investigations
December	K9 Perimeter

Inter-departmental training bulletins were also provided to all personnel via an online document management system. Training bulletins were in addition to the above documented training hours. The online document management system continues to provide an avenue for distribution of training materials and the necessary tracking and documentation in support of POST and CALEA training requirements. All certificates awarded from outside training courses are also entered into this system. All entries related to the document management system and training are completed by the department Training Officer.

Law Enforcement Officers Assaulted or Killed in Tustin



Law Enforcement Officers Assaulted or Killed	2021	2020	2019
Officer Assaulted – No Injury	23	17	25
Officer Assaulted – Injury	5	4	1
Officer Killed	0	0	0
Total	28	21	26

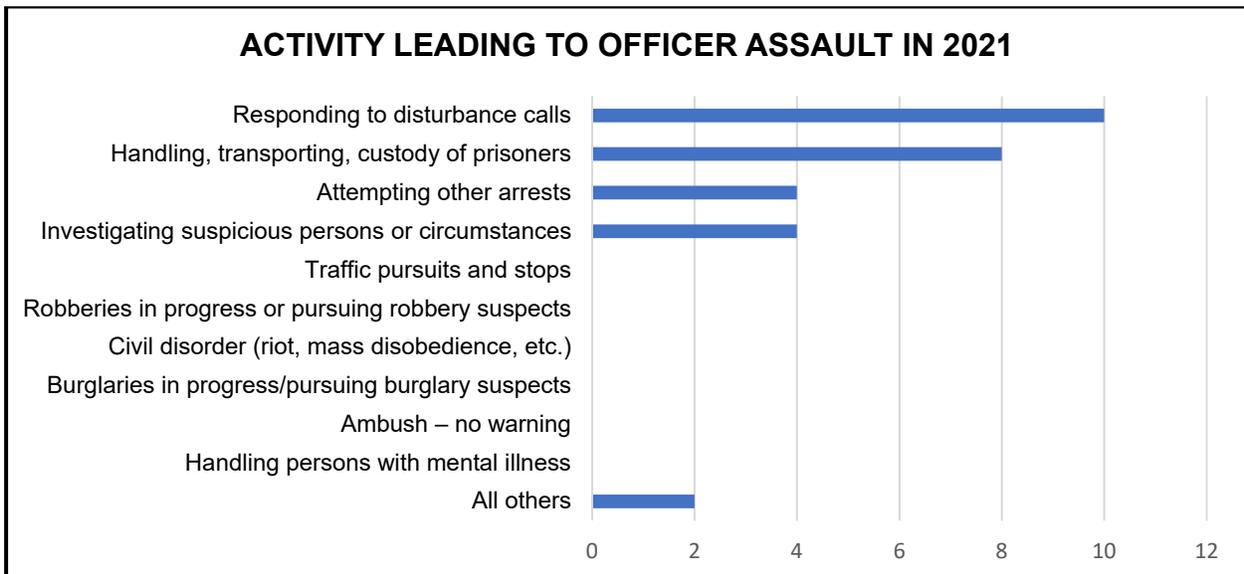
An analysis revealed that in 2021, twenty-eight (28) officers were assaulted: twenty-three (23) did not result in injuries to the officers but five (5) did result in injuries to the officers. No officers were killed (murdered). No officers have been killed in the line of duty during the past three years.

In 2021, there was a 35.3% decrease in the number of officers assaulted compared to officers assaulted in 2020. In 2021, there was an increase of 25% in the number of injury assaults on officers reflecting an increase from one (4) injury assaults in 2020 to five (5) injury assaults in 2021.

The following table lists the types of activity and how many times that activity resulted in an assault on an officer:

Type of Activity Leading to Officer Assault in 2020	Number of Officer Assaults in 2021
Responding to disturbance calls	10
Handling, transporting, custody of prisoners	8
Attempting other arrests	4
Investigating suspicious persons or circumstances	4
Traffic pursuits and stops	0
Robberies in progress or pursuing robbery suspects	0
Civil disorder (riot, mass disobedience, etc.)	0
Burglaries in progress/pursuing burglary suspects	0
Ambush – no warning	0
Handling persons with mental illness	0
All others	2

The following chart depicts how frequently the listed activities resulted in assaults on an officer.



Analysis showed that responding to disturbance calls resulted in ten (10), or 35.7%, of all officer assaults. Handling, transporting, or taking custody of prisoners resulted in eight (8), or 28.6%, of all officer assaults. Attempting other arrests resulted in four (4), or 14.3%, of officer assaults. Investigating suspicious persons or circumstances resulted in four (4), or 14.3%, of the officer assaults. Other types of activity not listed in the chart resulted in two (2), or 7.1%, of the officer assaults.

Time of Day When Officer Assaults Occurred in 2021						
	12:00-2:00	2:00-4:00	4:00-6:00	6:00-8:00	8:00-10:00	10:00-12:00
AM	1	1	0	0	5	3
PM	1	2	2	6	6	1

The majority of officer assaults, seventeen (17) or 60.7%, occurred in the late afternoon and nighttime hours between 4:00pm and 4:00am. Eleven officer assaults, or 39.3%, occurred in the daytime morning hours between 6:00am and 12:00pm noon.

Selective Enforcement Activities (Traffic Unit)

The Traffic Unit consists of one sergeant, three motorcycle officers, two part-time parking control officers and one police services officer who is a traffic collision investigator.

The goal of the Traffic Unit is to ensure the safety of the public within our jurisdiction through education, enforcement, environmental design and engineering. This is accomplished by maintaining a positive relationship with the community and its members by utilizing the Community Governance policing model and collaborative partnerships with other City Departments, other law enforcement agencies, Tustin Unified School District, non-profit organizations, and the community we serve.

The Traffic Unit is responsible for the management of all traffic and parking-related matters throughout the City of Tustin. This includes the coordination of all traffic plans sponsored by the City of Tustin, such as the Chili Cook-Off, high school graduations, the Fourth of July Fireworks Show, Tiller Days, the Dino Dash Half Marathon, and the Hangar Half Marathon.

The Traffic Unit is involved in a variety of community and regional programs promoting the safety of the public during the course of their daily activities. These programs include the identification and deterrence of aggressive driving, street racing, distracted driving, the national “Click it or Ticket” campaign, the county-wide “Avoid the 38” campaign, car seat education, and traffic safety programs. We work closely with the Office of Traffic Safety through specific grant funding which allows the Traffic Unit to conduct DUI checkpoints and DUI saturation patrols throughout the year.

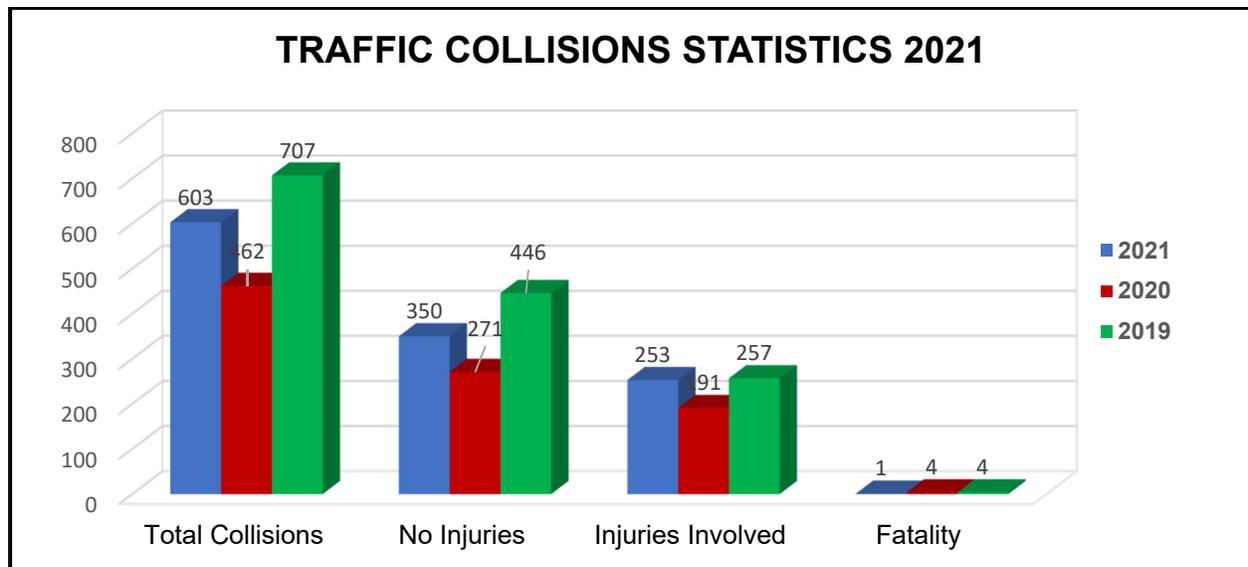
During the past four years (2018 to 2021), the Traffic Unit investigated 2,460 traffic collision reports. Thirteen (13) of the traffic collisions unfortunately resulted in a fatality. This was a 3.4% decrease in total traffic collisions over the previous rolling 4-year period (2017 to 2020). There was a 30.5% increase in traffic collisions in 2021 compared with 2020 due to the increased daytime traffic throughout the city as businesses and residents returned to normal activity levels as the COVID-19 pandemic continued.

During the past four years (2018 to 2021), the Traffic Unit issued 10,771 moving citations and 62,936 parking citations. This was a 4.5% reduction in total moving citations and a 4.85% increase in total parking citations over the previous rolling 4-year period (2017 to 2020). The slight increase in moving citations was a result of increased traffic throughout the city as businesses and residents returning to normal activity levels, although still practicing poor driving habits, as the COVID-19 pandemic continued.

In 2017, the Department began a new program where an officer could officially warn a driver after a traffic stop versus issuing a traffic citation. The warning is similar to that of a traffic citation, however, the warning is not sent to court, the driver is not assessed a fine, and the California Department of Motor Vehicles is not notified. The purpose of this warning system is to cause more of an impact to the driver in hopes he/she drives safer in the future. In addition, warnings are documented in the Tustin Police Department's computer database. Therefore, if a driver is stopped and they were previously issued a warning, the officer can use this information to decide if a traffic citation is appropriate.

Officers issued 444 official traffic warnings in 2021, 18 official traffic warnings in 2020, 120 official traffic warnings in 2019, 176 official traffic warnings in 2018, and 160 official traffic warnings in 2017. The large increase in warnings during 2021 were a means of reminding drivers of the speed limits and other traffic rules within the city following the low enforcement of 2020.

Official Traffic Warnings	2021	2020	2019	2018	2017
Warnings issued per year	444	18	120	176	160
Difference from previous year	2367%	-85%	-32%	10%	



TRAFFIC COLLISION STATISTICS	2021	2020	2019	% Change 2021 vs 2020
No Injuries	350	271	446	29.2%
Injuries Involved	253	191	257	32.5%
Fatality	1	4	4	-75%
Total Collisions	603	462	707	30.5%

Reviewing traffic collision data revealed a significant increase in traffic collisions during 2021, although the number of fatal traffic collisions declined. The 30.5% increase in total traffic collisions is a result of the increased traffic flow and poor driving habits exhibited throughout the city as residents and businesses returned to normal activity levels following the lower traffic levels of 2020 during the COVID-19 pandemic.

Speeding violations, cell phone violations, and failure to stop for a red light were the top three violations cited in 2021. All three violations can result in traffic collisions.

Traffic Citations Reporting and Analysis

The following table lists the types of citations issued for the past three years.

TRAFFIC CITATION	2021	2020	2019	% Change 2021 vs 2020
Moving citations	3,110	2,072	2,290	50.1%
Parking citations	17,340	11,015	17,696	57.4%
Total	20,450	13,087	19,986	56.3%

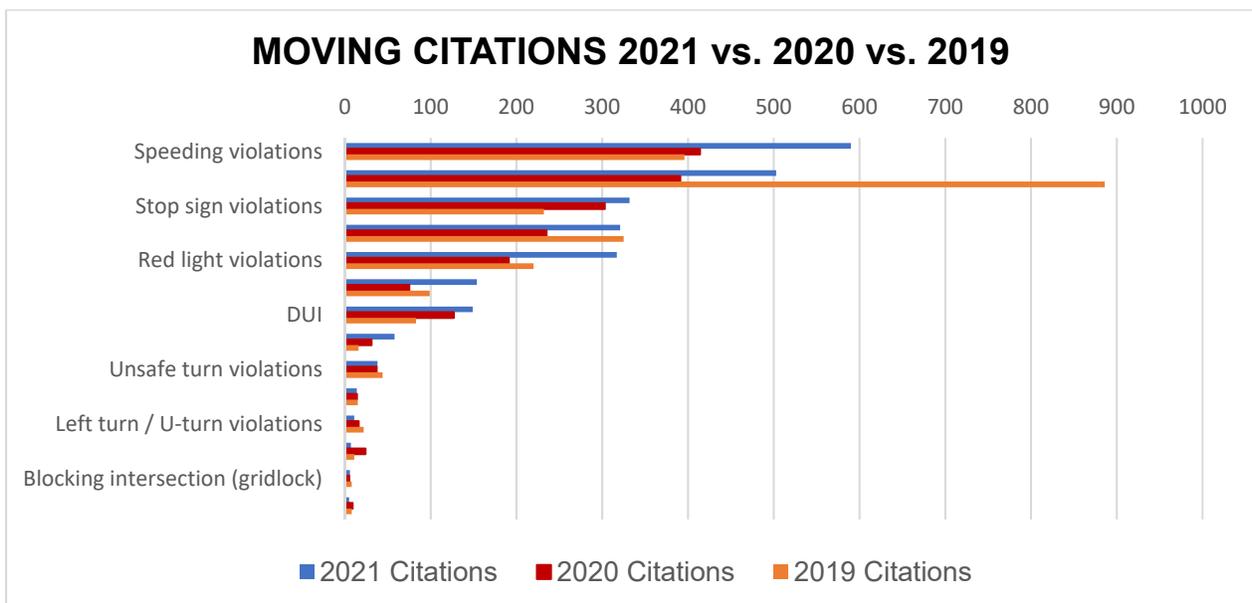
Due to the COVID-19 pandemic and the necessity to reassign motor officers to patrol, traffic enforcement declined in 2020, as evidenced by the 34.5% decline in moving and parking citations issued in 2020. While parking enforcement was suspended throughout much of the city during the initial months of the COVID-19 pandemic in 2020, as businesses and schools reopened in 2021, it was necessary to begin enforcing parking restrictions to protect the safety of residents and visitors throughout the city. Tustin PD began enforcing parking restrictions after providing warnings and social media notifications to the public.

Comparing 2021 to 2019, two years when motor officers were regularly assigned to traffic enforcement, moving citations increased by 35.8% as drivers were monitored and cited for traffic violations, and parking citations increased by 57.4% as parking restrictions were put back into place throughout the city. TPD motor officers were also asked to focus on increasing motor vehicle safety throughout the city, especially school zones and other high traffic and pedestrian areas, which contributed to an increase in moving citations.

The below table lists all moving violation types cited and the number of citations issued for each violation.

Moving Violations	2021 Citations	2020 Citations	2019 Citations	% Change 2021 vs 2020
Speeding violations	590	414	396	42.5%
Cell phone violations	503	391	886	28.6%
Stop sign violations	332	303	232	9.6%
Driving without a CDL	321	235	325	36.6%
Red light violations	317	191	220	66.0%
Disobey traffic signal violations	154	75	99	105.3%
DUI	149	127	83	79.5%
Bicycle violations	58	31	16	17.3%
Unsafe turn violations	38	37	44	2.7%
Failure to yield to emergency vehicle	14	14	15	0%
Left turn / U-turn violations	11	16	22	-31.3%
Pedestrian violations	7	24	11	-70.8%
Blocking intersection (gridlock)	6	5	8	20.0%
Jaywalking	5	9	8	-44.4%
Total	2,505	1,872	2,365	25.%

The following chart depicts the moving citations issued in 2021, 2020, and 2019:

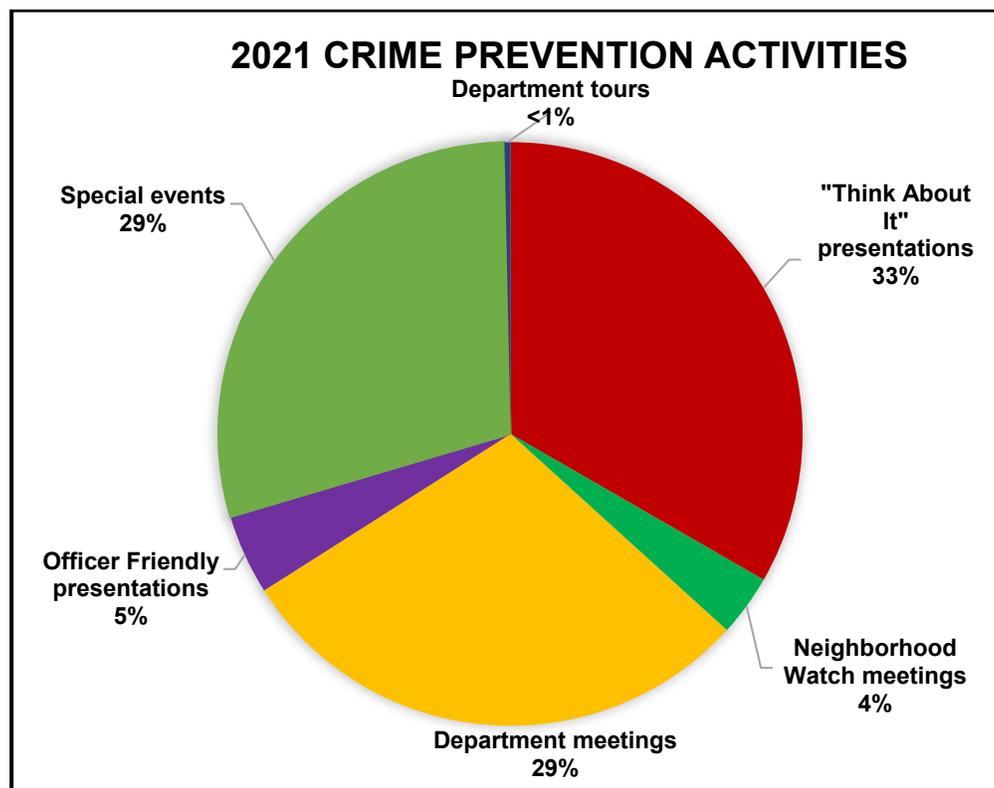


In analyzing the data, speeding violations were the most frequent citations issued in 2021 with a significant increase of 42.5% from 2020 as traffic in the city increased in 2021. Speeding violations were 23.6% of all 2021 moving citations. Cell phone violations were 20.1% of all moving citations. Stop sign violations were 13.3% of all moving violations. Red light violations were cited 317 times for 12.7% of all moving violations. DUI violations increased by 17.3% as 149 DUI citations were issued in 2021. Notably bicycle violations increased by 87.1% with 58 citations issued in 2021. Many of the bicycle violations were related to improper equipment.

2021 Crime Prevention Reporting & Evaluation

The Community Relations Police Services Officers are assigned to the Community Resources Unit under the City Operations Division. They are fundamental in the crime prevention efforts for the Police Department. The involvement between the two (2) full-time Community Relations PSOs and the Tustin community is beyond evident. Their efforts continue to strengthen the bond between community members and the Police Department. The Community Relations PSOs continue to educate the community on current crime prevention techniques, which motivates residents to actively participate in making their neighborhoods a safer place to live.

The following chart breaks down the committed activities of the two (2) Community Relations PSOs based upon current programs:



In 2021, the Community Relations PSOs provided the following programs to further promote open lines of communication with the Police Department while simultaneously building and maintaining relationships of trust with Tustin students and community members:

- 98 “Think About It” lessons at Tustin elementary schools
- 86 Department Meetings (such as Community Outreach and the Neighborhood Improvement Task Force)
- 10 Neighborhood Watch meetings
- 86 Special Events (such as Read Across America, Santa Sleigh, Santa Cop)
- 13 “Officer Friendly” presentations
- 1 Department Tour

The Community Relations PSOs immerse themselves in creating special and memorable events, evident by their thorough planning and meticulous attention to detail, for the Tustin community to enjoy. This is proven year after year, not only by the increased attendance at events, but also the praises received from community members alike, who acknowledge the genuine appreciation and dedication their Police Department has for them. During 2021, these events included virtual Read Across America video, Santa Sleigh, Foothill Regional Hospital visit, and Santa Cop.

One of the many responsibilities of a Community Relations PSO is to conduct “Think About It” lessons at the various elementary schools in Tustin, concentrating on safety and making good choices. The “Think About It” program also allows for Community Relations PSOs to build positive and trusting relationships with the youth of Tustin. Neighborhood Watch meetings offer insight and understanding into what is happening in specific areas of the city and allow Community Relations PSOs to work together with community members to solve any concerns they may bring forward. Additionally, the meetings allow for interaction and serve as partnership opportunities between neighbors, police personnel, and patrol officers assigned to the area. The “Think About It” program, in conjunction with the Neighborhood Watch program, continues to contribute to the open lines of communication that help the community feel seen, heard, and appreciated.

The Community Relations PSOs utilize the Police Department’s social media platforms to provide crime prevention information to the community and promote and highlight programs within the Department. When interacting with community members in public, the Community Relations PSOs encourage them to follow the Department’s social media platforms and sign up for the NIXLE alert system. In doing so, community members are able to receive several types of important notifications that include crime trend alerts, advisory notices, and community event messages.

This is the third year that the Community Relations PSOs have overseen the Volunteer Program, which currently consists of eight (8) volunteers. In 2021, volunteers worked a total of 1,420.5 hours, providing support within the various units of the Police Department as well as with special community events.

The commitment of the Community Relations PSOs to Tustin community members is unwavering. Due to the pandemic, the past year tested the Community Relations PSOs

to find new, innovative, and thoughtful ways to reach out and connect with their community members—they passed with flying colors! They implemented new programs like the Etch & Catch Catalytic Converter Theft Prevention program, created monthly newsletters on relevant crime prevention topics for their Neighborhood Watch members, and produced the “A Day in the Life of an Officer” video series for the community to gain insights of what it takes to protect them every day and every night.

In evaluating the Community Relations PSO program for 2021, it is obvious they are crucial to the continued success of the Tustin Police Department Community Governance Philosophy.

Juvenile Crime Prevention Review

Reducing and preventing juvenile crime are important goals, which the Tustin Police Department strives to achieve on a daily basis. To meet these goals, the department works in partnership with the Tustin Unified School District (TUSD) and employs a full time sworn School Resource Officer (SRO). The main goal of the SRO is to prevent juvenile delinquency by promoting positive relations between the youth and law enforcement. The SRO is primarily based at Tustin High School but also covers the middle schools and the elementary schools within the City of Tustin.

The SRO’s presence allows for an immediate response to any school campus situation and helps maintain patrol staffing levels. In addition to mentoring and guiding students, the SRO attends bi-monthly School Attendance Review Board (SARB) panels at the TUSD main office or at the Tustin Police Department. The SARB panel is a community-based effort to bring together resources to assist families with attendance, truancy, and behavior issues. During 2021, the SRO participated in six (6) SARB panels where students and parents were given an opportunity to improve attendance. The panel developed a plan for each student. Criteria for successful completion of the plan are included in a contract, which the parents and the students are required to follow. If the trancies and unexcused absences continue, the SARB case manager will refer the case to the Orange County District Attorney’s office for filing.

In 2021, the SRO and patrol handled one hundred forty-four (144) reports at the TUSD campuses, including Tustin High School, Hillview High School, Legacy Magnet Academy, Tustin middle schools, and Tustin elementary schools. In addition, the SRO and patrol responded to five hundred forty (540) calls for service at the schools or within the school grounds. The SRO and patrol officers in the field filed seventy-three (73) juvenile petitions. If juvenile petitions were not filed by the juveniles, they were sent to diversion programs in lieu of prosecution.

Working through the pandemic, and striving to continue to serve the community, Tustin Police Department’s Community Relations Unit hosted two school-related events. On March 2, the Tustin Police Department participated in the “National Read Across America.” The Tustin Police Department Community Relations Unit created a virtual Read Across America video of sworn officers and civilian employees reading favorite books. This video was streamed to all nine TUSD elementary schools. On October 6, 2021, the

Tustin Police Department Community Relations Unit participated in The National Walk to School Day at Beswick Elementary School. This event gave students the opportunity to walk to school with TUSD employees as well as Tustin Police Department sworn officers, civilian employees, and volunteers. This program encouraged awareness about walking as a form of exercise and a means to reduce traffic congestion and pollution. The event also taught children safe walking skills and routes to school. These two programs increased community engagement and focus on the youth in the community.

The juvenile programs supported by the Tustin Police Department will continue to promote positive youth development in the community, foster stronger relationships between the police and the community, and help to deter juvenile delinquency while encouraging positive growth and development of our youth.

Bias-Based Policing Review

The Tustin Police Department did not receive any complaints related to bias-based policing or racial profiling in 2021.

City of Tustin Population Estimate 2021

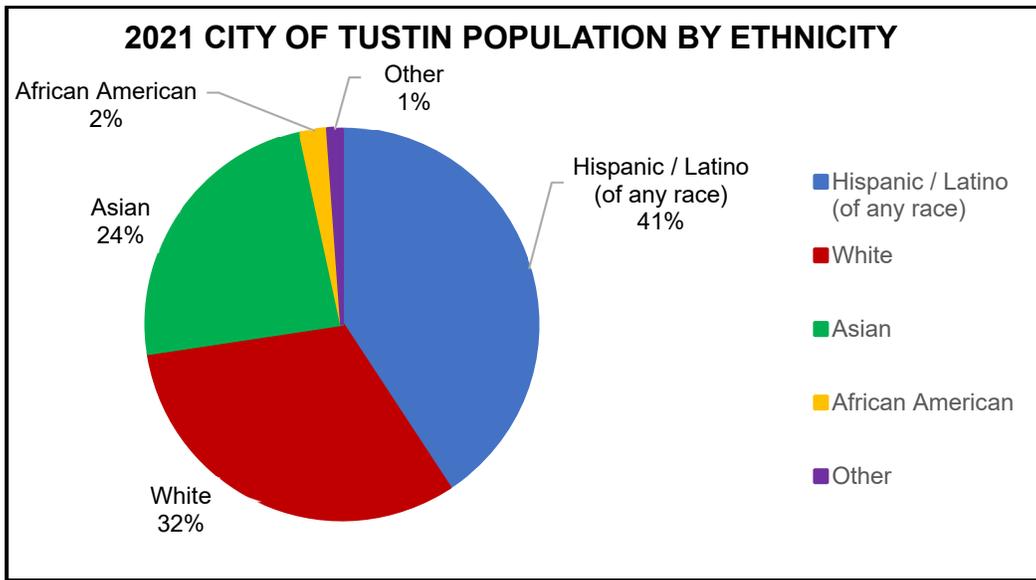
The United States Census Bureau provided the City of Tustin Community Development department with a 2021 estimated population of 80,276 residents based on the recent official census count of 2020. This is a slight decrease of 106 residents from the 2020 estimate of 80,382 residents provided by the California Department of Finance. Population throughout California and Orange County has declined in the past few years as people have moved out of the state in greater numbers than moved into the state. Much of this change can be attributed to the impact of COVID-19 on employment, including job losses, remote work, and workers changing jobs. In 2021, the Department of Finance reported that population declined in many cities of California that are located closer to the coast, including the City of Tustin.

2021 Population (Census)
80,276

2021 Housing Units (CA Dept of Finance)
28,386

The Census report indicated that 40.7% of Tustin residents identified as Hispanic or Latino (of any race) and 59.3% reported they were “Not Hispanic or Latino”. According to the recent Census report, residents reporting their race as “white alone” decreased. Many residents who are mixed race reported they were “other race” and not White, Asian, or African American.

Hispanic population was estimated at 40.7%. White population was estimated at 34.4%, but due to possible double-reporting for Hispanic and White, for purposes of this report, white-only was reduced to 31.9%. Asian-only was estimated at 24.0%. African American race was estimated at 2.2%, and all other races, including those who identify with multiple ethnicities, was estimated at 1.14% of the population.



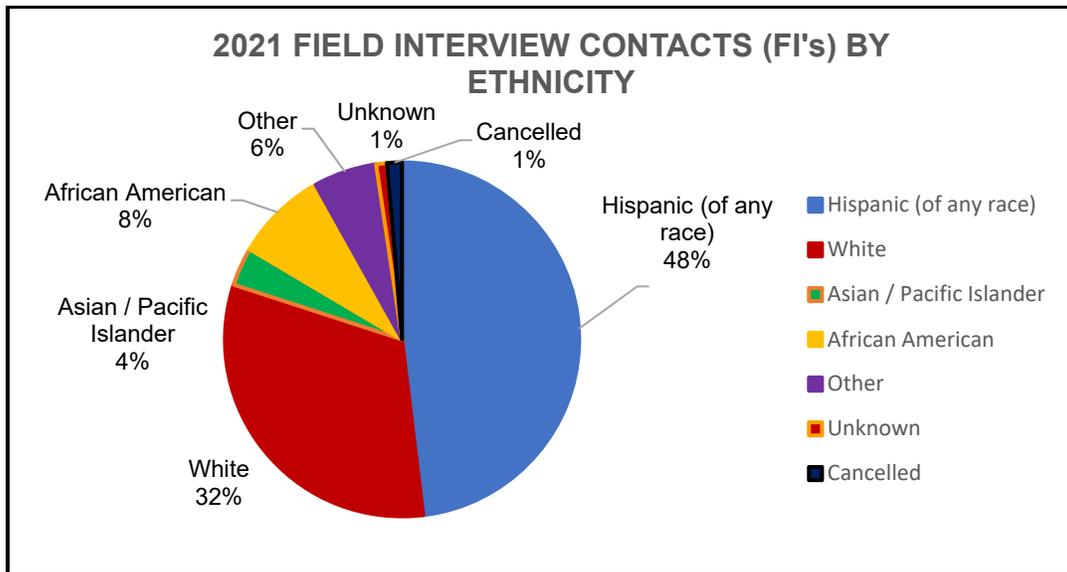
2021 CITY OF TUSTIN POPULATION AND ETHNICITY (ESTIMATED)

Ethnicity / Race	Estimated Population of City of Tustin	Percentage of Overall Population
Hispanic (of any race)	32,712	40.75%
White	25,582	31.87%
Asian / Pacific Islander	19,265	24.0%
African American	1,800	2.24%
Other	917	1.14%
Total	80,276	100%

The following charts and graphs depict the field interview (FI) contacts, suspects in crime reports, and the adult and juvenile arrest statistical data for the 2021 calendar year by ethnicity. The data is compared to the overall estimated population of the City of Tustin by ethnicity as reported by the California Department of Finance (DOF) census to the City of Tustin in January 2021.

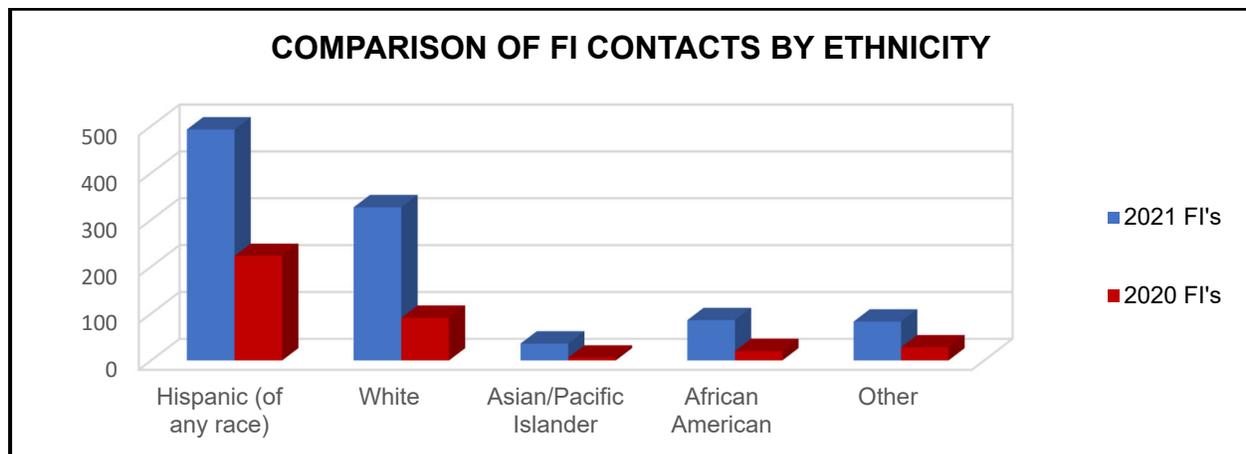
2021 FI's, reported crimes, suspects, adult arrests, and juvenile statistics are skewed higher than in 2020 due to the following factors:

- During 2020, COVID-19 necessitated a less proactive stance in policing to avoid the threat of infection among officers. Officers responded to calls for service as needed but all statistisc saw a sharp decline from 2019 levels in response to the threat of the highly contagious nature of the virus.
- During 2021, the police department transitioned to a new records reporting system which resulted in an increase in reported FIs.



2021 FI CONTACTS BY ETHNICITY

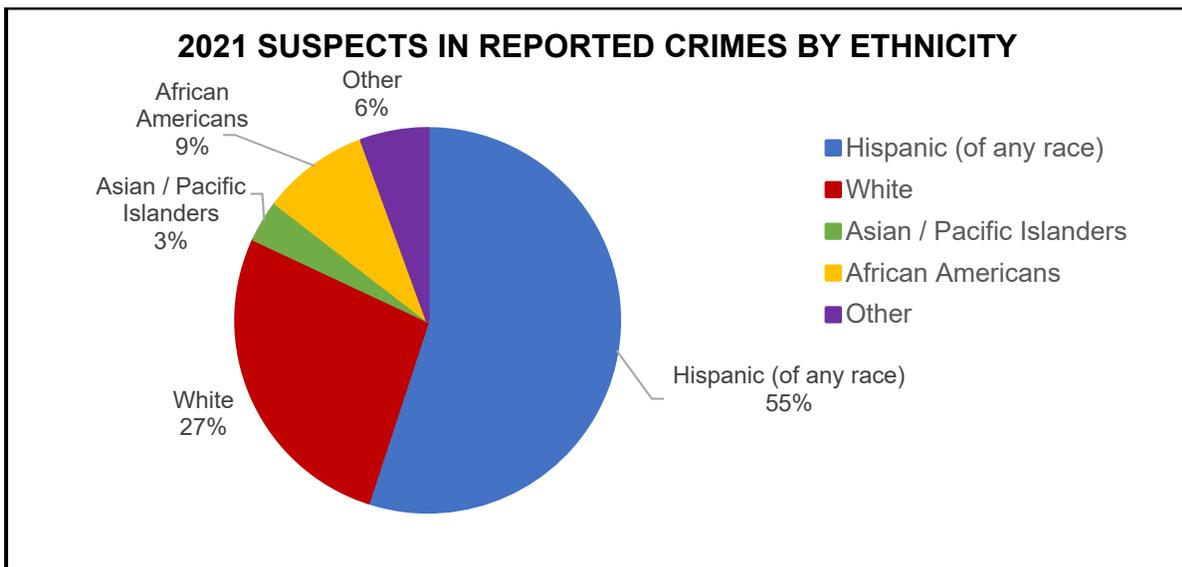
Ethnicity / Race	2021 FI Contacts	Percentage of 2021 FI's	Percentage of 2021 Population
Hispanic (of any race)	493	48.10%	40.75%
White	327	31.90%	31.87%
Asian / Pacific Islander	36	3.51%	24.0%
African American	86	8.39%	2.24%
Other	59	5.76%	1.14%
Unknown	10	0.98%	-
Cancelled	14	1.37%	-
Total FI's Completed	400	100%	100%



COMPARISON OF FI CONTACTS BY ETHNICITY 2021 VS. 2020

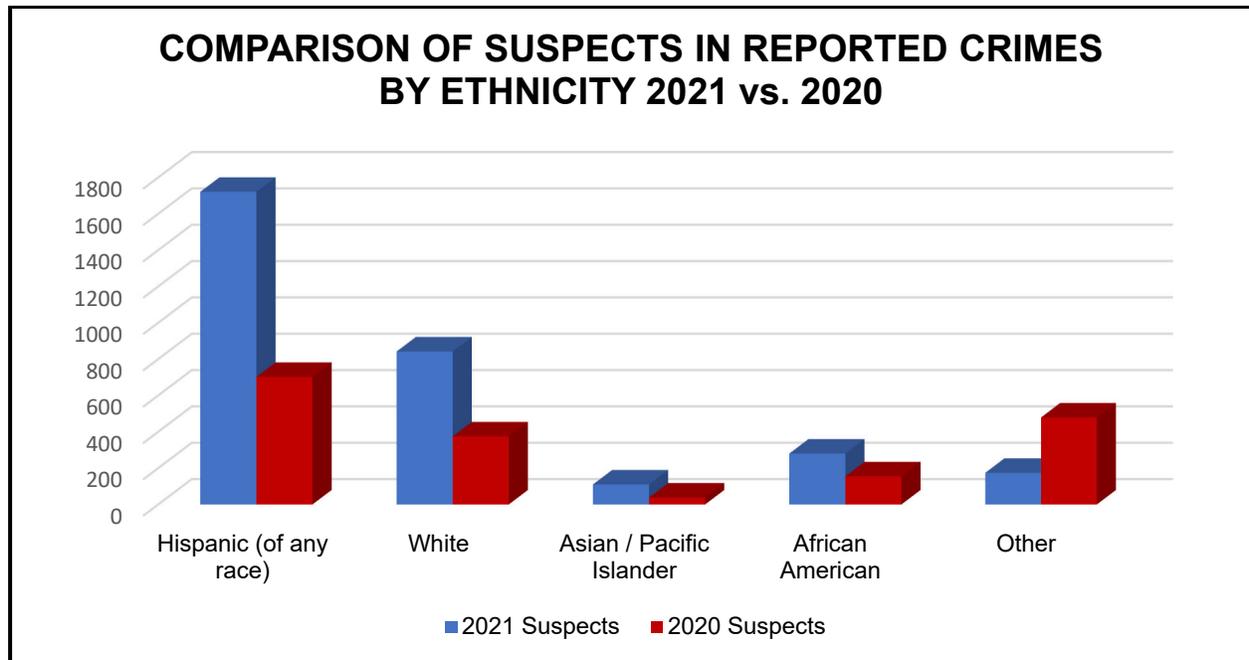
Race	Estimated Population of the City	2021 FI's	2020 FI's	Increase/Decrease from 2020	Percentage Change from 2020
Hispanic (of any race)	32,712	493	223	+270	+121.1%
White	25,582	327	92	+235	+255.4%
Asian / Pacific Islander	19,265	36	6	+30	+500%
African American	1,800	86	20	+66	+330%
Other *	917	83	60	+23	+38.3%
Total	80,276	1,025	400	+625	+156.3%

* The "Other" row includes the total of "other ethnicity", "unknown ethnicity", and FI's cancelled but submitted for record keeping.



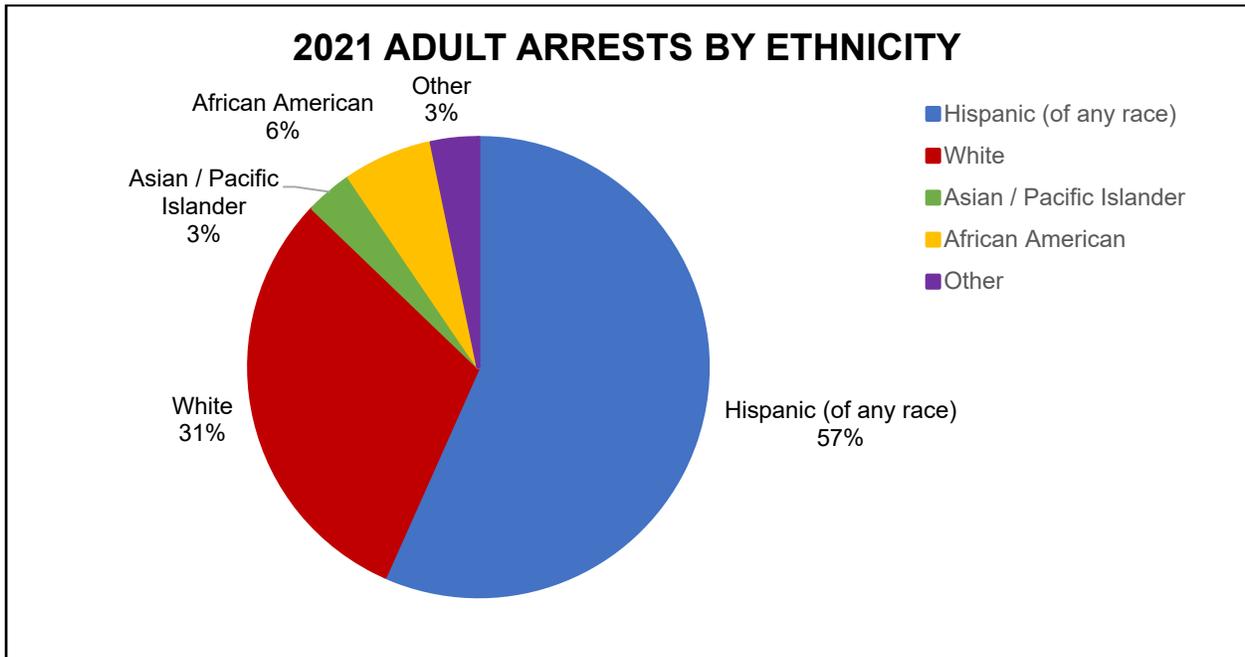
2021 COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY

Race	Suspects 2021	Percentage of 2021 Total Suspects	Percentage of 2021 Population
Hispanic (of any race)	1,721	55.04%	40.75%
White	842	26.93%	31.87%
Asian / Pacific Islander	110	3.52%	24.0%
African American	280	8.95%	2.24%
Other	174	5.56%	1.14%
Total	3,127	100.0%	100%



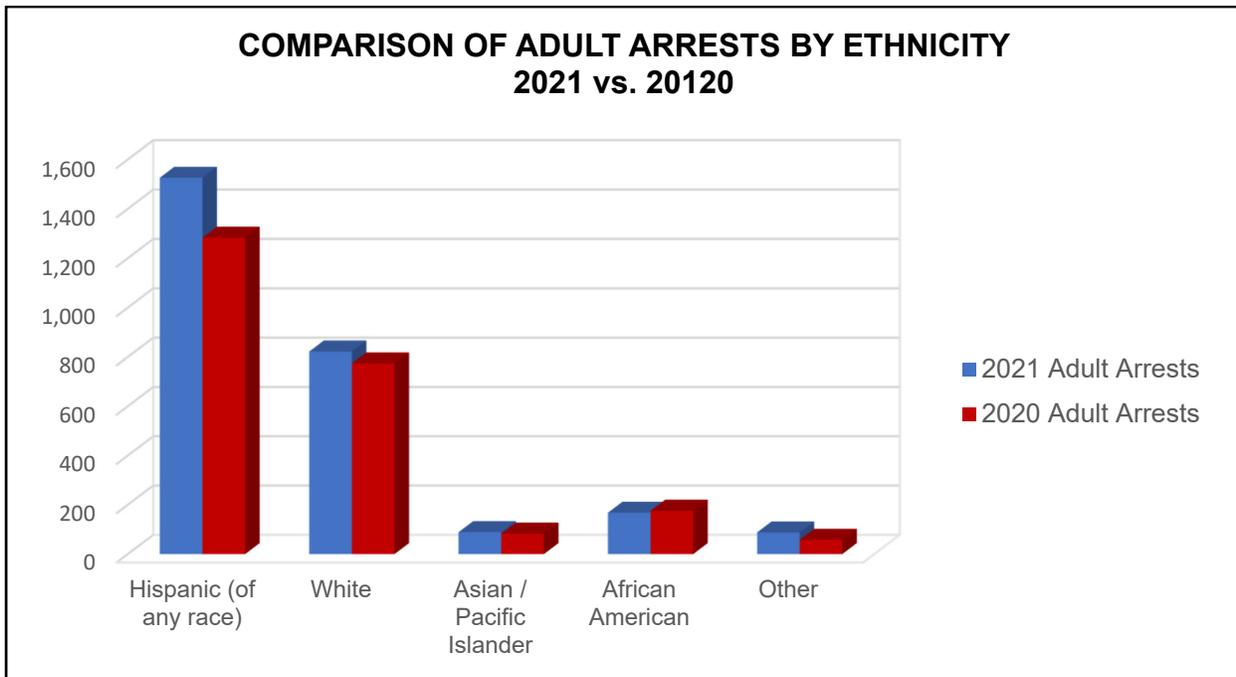
COMPARISON OF SUSPECTS IN REPORTED CRIMES BY ETHNICITY 2021 VS. 2020

Race	Estimated Population of the City	2021 Suspects	2020 Suspects	Increase / Decrease from 2020	Percentage of Change from 2020
Hispanic (of any race)	32,712	1,721	702	+1,019	+145.2%
White	25,582	842	375	+467	+124.5%
Asian / Pacific Islander	19,265	110	38	+72	+189.5%
African American	1,800	280	155	+125	+80.6%
Other	917	174	479	-305	-63.7%
Total	80,276	3,127	1,749	+1,378	+78.8%



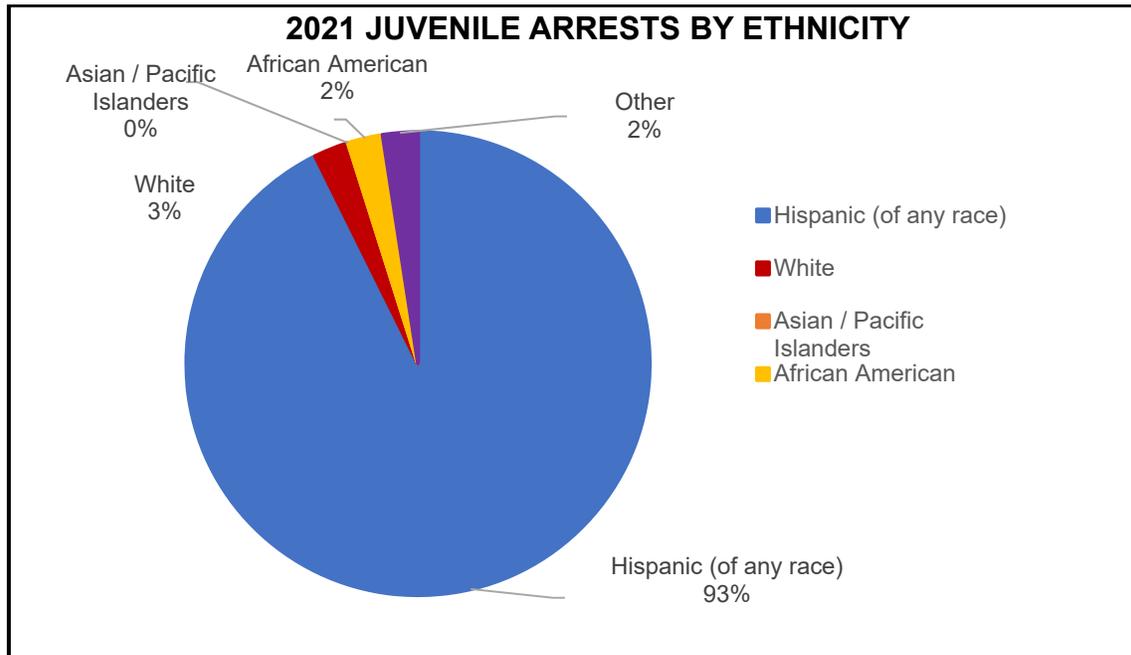
2021 ADULT ARRESTS BY GENDER AND ETHNICITY

Race	2021 Total Adult Arrests	2021 Male Adult Arrests	2021 Female Adult Arrests	2021 Transgender Adult Arrests	Percentage of 2021 Adult Arrests	Percentage of 2021 Population
Hispanic (of any race)	1,526	1,273	247	6	56.7%	40.75%
White	822	618	204	0	30.5%	31.87%
Asian / Pacific Islander	89	64	25	0	3.3%	24.0%
African American	168	137	31	0	6.2%	2.24%
Other	88	68	20	0	3.3%	1.14%
Total	2,693	2,160	527	6	100%	100%



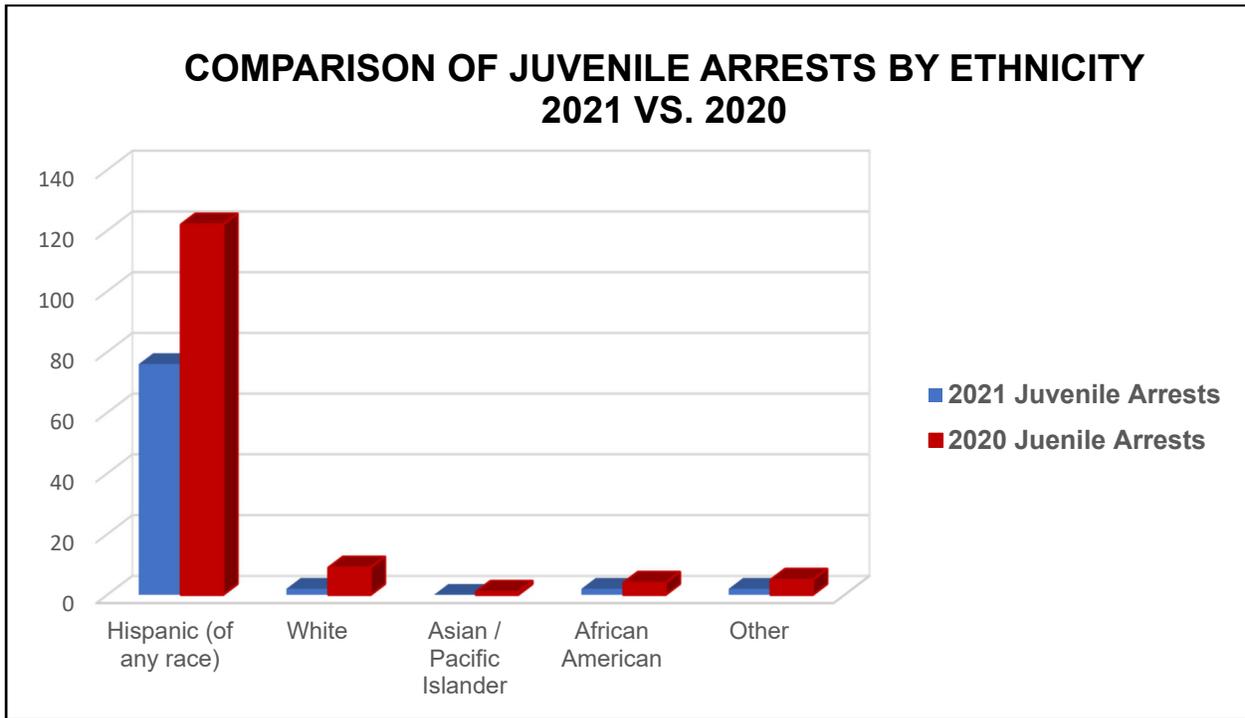
COMPARISON OF ADULT ARRESTS BY ETHNICITY 2021 VS. 2020

Race	Estimated Population of the City	2021 Adult Arrests	2020 Adult Arrests	Increase / Decrease from 2020	Percentage of Change from 2020
Hispanic (of any race)	32,712	1,526	1,283	+243	+18.9%
White	25,582	822	774	+48	+6.2%
Asian / Pacific Islander	19,265	89	83	+6	+7.2%
African American	1,800	168	176	-8	-4.5%
Other	917	88	58	+30	+51.7%
Total	80,276	2,693	2,374	+319	+13.4%



2021 JUVENILE ARRESTS BY GENDER AND ETHNICITY

Race	2021 Juvenile Arrests	2021 Juve Male	2021 Juve Female	Percentage of Arrests	Percentage of 2021 Population
Hispanic (of any race)	76	68	8	92.71%	40.75%
White	2	2	0	2.43%	31.87%
Asian / Pacific Islander	0	0	0	0%	24.0%
African American	2	0	2	2.43%	2.24%
Other	2	2	0	2.43%	1.14%
Total	82	72	10	100.0%	100%



COMPARISON OF JUVENILE ARRESTS BY ETHNICITY 2021 VS. 2020

Race	Estimated Population of the City	2021 Juvenile Arrests	2020 Juvenile Arrests	Increase/ Decrease from 2020	Percentage of Change from 2020
Hispanic (of any race)	32,712	76	122	-46	-37.7%
White	25,582	2	9	-7	-77.8%
Asian / Pacific Islander	19,265	0	1	-1	-100%
African American	1,800	2	4	-2	-50%
Other	917	4	5	-1	-20%
Total	80,276	82	141	-59	-41.8%